



DIVERSITY, EQUALITY & INCLUSION COMMITMENT STATEMENT 2025

Purpose:

At Vaneigens, we believe that diversity, equality, and inclusion are essential to a thriving, resilient, and innovative workplace. We are committed to fostering an environment where individuals of all backgrounds, identities, and experiences feel valued, respected, and empowered.

Our Commitment:

- We provide equal opportunity in all aspects of employment, from hiring and onboarding to development and advancement
- We actively oppose discrimination and harassment in all forms
- We embrace the unique perspectives of individuals from diverse nationalities, cultures, identities, and abilities
- We encourage open dialogue, listening, and shared learning across teams.

Ongoing Actions:

- DEI is integrated into our annual anonymous Health & Safety Self Check to monitor employee perception and experience
- We celebrate diversity through awareness moments and team engagement
- We are committed to continuous learning and reflection as our team evolves
- Inclusive hiring practices are supported by our leadership team, with a focus on evaluating candidates based on skills, experience, and cultural contribution.

Responsibility:

As Management Assistant, the DEI lead responsibility is held by Pitta Lanzing, who acts as the internal point of contact for DEI-related topics, feedback, or initiatives.

Endorsement:

This Diversity, Equality & Inclusion Commitment Statement has been reviewed and formally endorsed by the Vaneigens Management Team. Their support reinforces our shared commitment to fostering an inclusive and respectful workplace.

Endorsed by:

Boudewijn Wildeman – Founder & CEO

Jelle Hendriks – Founder & CTO

Just Greve – Commercial Director

Mattijs Wilms – Member Advisory Board