

## More than 4,600 Evonik employees set example against racism and for human rights

- Youth and trainee representatives launch international survey on human rights
- Company sites take stand against discrimination with various local activities
- Management Board, co-determination bodies, and workforce position themselves for human rights, democracy, and diversity

**Essen, Germany.** A recent survey on human rights and diversity has produced encouraging and clear results. At the specialty chemicals company Evonik, the General Youth and Apprentice Representation (GJAV), with the support of the General Works Council and the employer, launched the survey in the run-up to the International Weeks Against Racism. The high participation rate of more than 4,600 employees underlines the great importance that human rights have for the workforce.

The activities of authoritarian regimes and racist, anti-democratic groups have increased in many countries. In contrast, the results of the international survey at Evonik shows a strong awareness and commitment to respecting human rights among employees – both in their private and professional lives: around 90% of those surveyed emphasized the importance of this commitment. In contrast, only 30% believe that human rights violations are sufficiently addressed in the media and politics. Around 60% of respondents are familiar with the measures and reporting options for preventing discrimination.

"Respect for human rights is a central component of our corporate culture and reflects the responsibility that we, as Evonik, bear not only internally, but also in society," says Thomas Wessel, Chief Human Resources Officer and Labor Relations Director at Evonik. "The results of the survey are encouraging and also a call to action. Evonik stands for diversity, democracy, and inclusion."

Evonik's commitment to human rights and diversity is reflected not only in the survey, but also in many clear statements from the

2024-03-22

**Daniela Sahlmen**  
Head of Communications General Works Council  
Phone: +49 201 177 2783  
daniela.sahlmen@evonik.com

**Ruben Thiel**  
External Communications  
Phone: +49 201 177 4299  
ruben.thiel@evonik.com

**Evonik Industries AG**  
Rellinghauser Straße 1-11  
45128 Essen  
Germany  
Phone +49 201 177-01  
Fax +49 201 177-3475  
www.evonik.com

Supervisory Board  
Bernd Tönjes, Chairman  
Executive Board  
Christian Kullmann, Chairman  
Dr. Harald Schwager, Deputy Chairman,  
Maïke Schuh, Thomas Wessel

Registered Office is Essen  
Register Court Essen Local Court  
Commercial Registry B 19474

Executive Board, the co-determination bodies, and the employees. Additionally, the German GJAV is once again showing its clear support for human rights and solidarity with various activities at the Evonik sites.

"We are very proud of the commitment of our future works council members," says Martin Albers, Chairman of the General Works Council at Evonik." Co-determination is at the heart of democracy in the company: "It ensures that every voice is heard and every opinion counts – in politics and society. In a time of global uncertainty, our unity and our commitment to justice, equality, and respect are more important than ever."

#### **Company information**

Evonik is one of the world leaders in specialty chemicals. The company is active in more than 100 countries around the world and generated sales of €15.3 billion and an operating profit (adjusted EBITDA) of €1.66 billion in 2023. Evonik goes far beyond chemistry to create innovative, profitable, and sustainable solutions for customers. More than 33,000 employees work together for a common purpose: We want to improve life today and tomorrow.

#### **Disclaimer**

In so far as forecasts or expectations are expressed in this press release or where our statements concern the future, these forecasts, expectations or statements may involve known or unknown risks and uncertainties. Actual results or developments may vary, depending on changes in the operating environment. Neither Evonik Industries AG nor its group companies assume an obligation to update the forecasts, expectations or statements contained in this release.