

Declaration on the professional integration of people with disabilities

Noldus Information Technology bv herewith declares that it meets its obligations to employ people with a disability by:

- ✓ Having employees with disabilities under permanent contracts
- ✓ Contracting services with ESATs (work assistance establishments, offering various professional activities to people with a disability)

Furthermore, Noldus Information Technology bv, declares that all our vacancies are by default open to people with disabilities with taking the candidates specific needs for the integration into the work environment into account by:

- ✓ Raising awareness among management teams about disability, its repercussions as well as prejudices and possible representations towards people with disabilities in the workplace
- ✓ Raising internal awareness among all employees to ensure a favorable reception of people with disabilities
- ✓ The adaptation of the workplace to the disability of the person recruited
- ✓ The continued integration of the person into their professional environment
- ✓ Connecting the person with a disability with a coach in the company or external coach if the disability requires it
- ✓ Securing medical confidentiality

