

Certificate of Approval

Awarded to

SYNTUS

VISBYSTRAAT 5 7418 BE DEVENTER - NETHERLANDS

Bureau Veritas Certification certify that the actions in gender equality of the above organisation have been evaluated and found to be in accordance with the requirements of the specification below:

« Gender Equality & Diversity for European & International Standard »

Version 9 du 17/01/2023

"Scope of supply"

SYNTUS NETHERLANDS

Certification cycle start date: 17 March 2024

Subject to the continued satisfactory operation of the organization's Management System,

this certificate expires on : 16 March 2028 Expiry date of previous cycle: 16 March 2024

Certification / Recertification Audit date: 25 January 2024

Original cycle start date: : 17 March 2016

Date: 29 January 2024

Gender Equality &

Diversity for European &

International Standard

Certificat nº: FR086852 - 1 Affaire n°: 19611297

Samuel DUPRIEU - Président

Local office: Bureau Veritas Certification France 1 place Zaha Hadid 92400 Courbevoie

Further clarifications regarding the scope of this certificate the applicability of the management system requirements may be obtained by consulting the organization. To check this certificate validity, please call + 33(0) 1 41 97 00 60...