

CHARTER FOR A PLEASANT AND STIMULATING WORKING ENVIRONMENT

We strive to create a working environment with well-being, respect and inclusivity at its heart. This charter emphasises our core values and forms the basis of our well-being policy.

ROSAS WANTS TO BE A PLEASANT AND STIMULATING WORKING ENVIRONMENT

*" I believe in the importance of **empathy and social justice as the guiding principles for our activities**. Ethics refers to a way of life. For me, it comes down to community. When I talk about choreography, I often mention the horizontal and vertical axes that exist in the body. Our vertical axis allows us to stand on the earth - one of the most important partners of dance - but it is the horizontal axis that stands for the social, the supportive and the communal. Dance is an intensive social process, more so than any other art form."*

Anne Teresa De Keersmaecker in the 2023-2032 policy plan

PLEASANT WORKING ENVIRONMENT

We offer a warm working environment that stimulates creativity and ingenuity, where everyone can feel welcome and valued and is motivated to give their best.

CARING FOR EACH OTHER = SUSTAINABLE

We strive to treat people, resources and our surroundings with care and respect, to listen to everyone's wishes and to take responsibility for one another. We work together in an environment of trust.

CONSIDERED DECISIONS

We create a working environment in which our colleagues feel involved and heard by providing multiple avenues of dialogue so that everyone has the chance to express themselves.

DIVERSITY

We embrace diversity in all its forms. Different perspectives, experiences and backgrounds enrich our organisation's culture and contribute to innovation and creativity.

LEARNING ENVIRONMENT

We stimulate a learning environment, which is crucial for growth and development. We see feedback as an opportunity for growth, because finding solutions together is enriching.

OPEN AND TRANSPARENT COMMUNICATION

We see fair and open communication as a prerequisite for trust.

Employees are kept up to date about organisational aspects.

We have an open-door policy regarding the sharing of ideas or concerns.

Management staff are aware of their special hierarchical position and perform their tasks with the greatest possible ethical awareness.

PART OF A GREATER WELL-BEING POLICY IN THE ORGANISATION

This charter forms part of a greater internal well-being policy. In this policy, the core values are implemented through concrete actions aimed at encouraging and enriching the desired organisational culture.

ZERO TOLERANCE FOR TRANSGRESSIVE BEHAVIOUR

Rosas has a strict zero-tolerance policy towards all forms of physical, verbal, psychological or digital behaviour that cross an employee's personal boundaries. We take a preventive approach by, for example, offering internal training courses that encourage employees to communicate openly and truthfully, or by establishing a well-being peer group, where everyone is welcome to contribute. If an employee experiences transgressive behaviour despite these actions, we offer various internal and external ways to report this in confidentiality. Persons of trust are available for confidential conversations and further support.

Rosas is committed to taking every report seriously and treating it confidentially, and to take the appropriate measures to ensure the well-being of the person concerned.

*"My experience has taught me that **diversity in age, education, experiences, cultural background and gender** is usually the strongest starting point".*

Anne Teresa De Keersmaeker in the 2023-2032 policy plan

FAIR PAY AND FAIR PRACTICE

CORRECT REMUNERATION AND WORKING CONDITIONS

Rosas follows the working conditions and remunerations agreed upon in Joint Committee 304. All employees - regardless of status, age, contract duration or other

criteria - are correctly remunerated based on seniority and position.

FAIR AGREEMENTS

Rosas endorses the principles and practices of 'juist is juist'.

GOOD GOVERNANCE

Rosas follows the regulations set out by the Flemish code of governance for culture concerning good governance.