

Paulig's Diversity, Equity and Inclusion Policy

Paulig is committed to driving workforce diversity and equity across our operations and ways of working, as well as fostering an inclusive company culture. Our employees are key to building our future as one of the fastest growing food and beverage companies in Europe and a sustainable frontrunner in the industry. We believe that collaboration, innovation and striving for excellence best occur when everyone feels accepted as they are, feel that they belong, and knows that they are valued colleagues. A diverse workforce that reflects the communities in which we operate is important to ensure the future growth of the company.

As part of [Paulig Sustainability Approach 2030](#), we are committed to a fair and inclusive way of working throughout our value chain – both as a partner and as an employer.

Diversity, equity and inclusion are also embedded in Paulig's values and ethical principles. [Our values](#) – Stay Curious, Strive for Excellence and Grow Together – shape the character of our company and guide us in how to think and behave. They also influence the way we make decisions, both as individuals and as an organisation. [Our ethical principles](#) define our will to promote ethical behaviour beyond laws and regulations. These principles are a cornerstone of our operations.

Purpose and scope

The aim of this policy document is to:

- state Paulig's commitment to a diverse, equitable and inclusive workplace
- promote a common understanding across the company for the diversity, equity and inclusion topics
- define behavioral expectations for Paulig employees

This policy applies to all people employed by Paulig (including contractual employees).

Definitions

A common understanding of diversity, equity and inclusion across the company is important. This is how Paulig defines the following terminology:

- **Diversity** refers to the visible and invisible characteristics that make us both different and similar.
- **Equity** refers to creating equal access to employment opportunities by recognizing the existence of advantages and barriers for different people. It means ensuring fairness within practices and processes and removing systemic barriers.
- **Inclusion** refers to the process of creating an environment where all individuals feel valued, respected, and empowered as their unique selves and the organisation at large experiences the benefits of diversity.

Commitment

Paulig's commitment to diversity, equity and inclusion applies to all areas of the business. We are committed to ensuring fair and equal opportunities for all employees, regardless of their background, identity or other characteristics. These characteristics may include but are not limited to: sex, race, colour, nationality, ethnic or national origins, native or indigenous identity/origin, marital or civil partnership status, pregnancy and maternity, age, religion or belief, sexual orientation, gender identity, gender expression, and intersex status, disability, primary language, education or socio-economic background, political opinion, or trade union membership.

Our commitment includes – but is not limited to – our policies and practices on recruitment and selection, compensation and benefits, professional development and training, promotions, inclusive language, transfers, social and recreational programs, and terminations.

Paulig's approach for a diverse, equitable and inclusive workplace includes:

- Creating and maintaining a psychologically safe work environment where everyone feels free to express their opinions and be their true selves.
- Encouraging employee participation in diversity, equity and inclusion work to ensure relevance of activities through involving representation of different perspectives.
- Attracting, recruiting, and retaining diverse employees to build a high-performing workforce that reflects the diversity of the communities in which we operate.
- Ensuring appropriate competence-based criteria when hiring new staff and promoting current team members to avoid unconscious bias and prejudices.
- Actively discouraging and not tolerating any kind of intimidation, bullying, or harassment, and disciplining those who violate this policy.
- Regularly reviewing and updating our policies, practices, systems, programs, physical premises and services to ensure they reflect this policy.

Employee & Manager responsibilities

We all have a role to play when creating a diverse, equitable and inclusive workplace. All Paulig employees have a shared responsibility to treat others with dignity and respect and to act in accordance with this policy at all times.

We expect all employees to bring forward situations that are contrary to this policy. All employees are required to complete a mandatory anti-harassment training to prevent discrimination, bullying and sexual harassment at the workplace.

Managers have an especially important role in promoting diversity, equity and inclusion within Paulig and actively discouraging and addressing actions and behaviours that are not consistent with this policy.

Monitoring and channels to voice concerns

Employee perceptions regarding diversity, equity and inclusion at Paulig are monitored regularly through an internal engagement survey

We want our employees to feel comfortable with voicing dissenting opinions and concerns at the workplace. We encourage employees to actively discuss such situations directly with the related person or with their manager. Furthermore, Paulig's internal whistleblower channel serves as a tool to raise possible concerns on any unethical behaviour observed or suspected in our operations. All cases are evaluated and investigated by Paulig's whistleblowing team.

In case of inappropriate conduct or behaviour, corrective steps – including potential disciplinary actions – will be taken.

Policy Review

To promote transparency in our processes and ensure that this policy is well-understood, this policy will be published on Paulig's corporate website and shared in Paulig's internal channels to all employees. The policy will also be integrated to the onboarding process.

The contents of this policy will be reviewed regularly to ensure continued relevance.

Date: 16 May 2023