

## Purpose

This policy outlines Jungbunzlauer's approach to ensuring that the forms of diversity<sup>1</sup> that can occur in an organisation are valued, included and treated equitably in how we operate as a business and as a responsible organisation in society. We outline our approach, our expectations and what we do to uphold these principles.

## Scope

Diversity, equity and inclusion are at the heart of our business. For many years Jungbunzlauer has been doing business in multi-cultural, religiously influenced and political markets – and has been able to establish strong relationships with customers, suppliers, government agencies and many others, irrespective of background. Internally, the large number of Jungbunzlauer employees worldwide represent different genders, ages, physical and/or psychological abilities, sexual orientation, many cultures, religions and political affiliations. This policy applies to everyone engaged or employed by any company of the Jungbunzlauer Group.

## Policy statement

By fostering an inclusive culture, we strive to take advantage of this diversity and to broaden our perspectives to create new ideas and better outcomes. We believe that a diverse workforce with equitable opportunities will provide a contribution to society and will improve the motivation and lives of our employees, suppliers and customers and thus, also the success of Jungbunzlauer.

Diversity, equity and inclusion are who we are as a company and how we manage to include these in our daily work life and business interactions. We embrace diversity in all aspects and believe that it broadens our outlook and creates stronger teams. We do not tolerate any discrimination of our own workforce or of customers or the general public.

## Commitments

The approach at Jungbunzlauer means that we expect employees to treat everyone with dignity and respect. We expect employees to avoid agitating behaviour regarding particular beliefs (e.g. culture, religion, political standpoints) within the company.

<sup>1</sup> Such as minority groups and diversity of thinking

## Principles

We provide and encourage equity, fairness and respect for all employees, whether working temporarily, part-time or full-time.

We do not discriminate against protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity / paternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex and sexual orientation.

We are opposed to and aim to avoid all forms of discrimination. This includes hiring, compensation and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working and selection for employment, promotion, train or other developmental opportunities.

We strive to create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees are recognised and valued.

We do not tolerate any form of intimidation, bullying or harassment, and discipline those who breach this policy.

## Activities and resources

Our Code of Conduct applies to all employees and specifies how we embrace culture, religion, gender and politics at Jungbunzlauer.

Our recruitment and promotion process is gender neutral, meaning that we select the most suitable candidate for the respective role based on knowledge, skills, competencies and not on characteristics such as gender, age, physical / psychological disabilities, sexual orientation, cultures, religion, political affiliation.

We embrace equal pay for equal work and conduct regular ad-hoc gender pay-gap reviews to ensure general compliance.

A no discrimination online training called "Social compliance" has been launched and each employee at Jungbunzlauer with an email address will take this course every other year. With this training we want to make each employee aware of how discrimination is defined and that Jungbunzlauer as a company can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination that may occur against fellow employees, customers, suppliers and the general public.

Existing time management systems in many locations help employees to organise their workday flexibly with the frame of the local regulations.

We aim to be flexible in employment terms such as part-time work when the interest of both Jungbunzlauer and the employee can be respected.

Each employee has access to training – where functionally relevant – whether working full or part-time.

## Objectives and Targets - 2030

- Create a more diverse workforce by becoming a 'Great Place to Work' (certification): attract, retain and promote talented, diverse employees across the Jungbunzlauer Group.
- Maximise our generational difference advantage: continue to foster collaboration across generations as part of Jungbunzlauer's uniqueness.

## Responsibilities and review

Any severe non-compliance must be reported to an Executive Committee member and it is the responsibility of the Executive Committee on an ongoing basis to evaluate and implement any need for training or corrective action. Human Resources (HR) functions of Group companies have a role to play in collaboration with executive management of Group companies.

All employees are encouraged by this policy as well as our Code of Conduct to report any grievance to their line manager. If not possible due to any circumstances, employees should contact the next-level manager or HR. Should they not be heard or if the issue is of a nature that they cannot contact the next-level manager or HR, they can also file their grievance anonymously with Jungbunzlauer's third-party whistleblowing system.

This policy has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years.

## Reference

This policy should be read in conjunction with the following documents of the Jungbunzlauer Group:

- Code of Conduct
- Working Conditions Policy