



# GREENYARD

## DIVERSITY, EQUITY & INCLUSION STATEMENT

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# 1 Greenyard's Statement on Diversity, Equity & Inclusion

## 1.1. Statement

At Greenyard, we are committed to fostering a diverse, equitable and inclusive workplace where every employee, regardless of age, gender, ability, ethnic background, sexual orientation, religious belief or socioeconomic background **feels safe and at home**.

We believe that diversity drives innovation, strengthens our human culture and fosters a better representation and understanding of our consumer basis. If we are to feed the world, we need to be a reflection of this world in our internal organization too. When people from different backgrounds work together, we will be quicker to identify blind spots, biases and assumptions. Diversity Equity & Inclusion efforts boost our culture and leadership and engage and inspire employees, which leads to a high performing workspace that's ready for further growth. Our starting point is that **fostering equity and inclusion will lead to diversity**.

For this reason, Greenyard issued this Statement aimed at creating diversity and inclusion awareness amongst its employees. The purpose of this Statement is to support the employees and management of Greenyard in creating a culture in which diversity and inclusion **are a daily practice**.

## 1.2. Questions and reporting

Any questions you may have with respect to this Statement in general or with respect to a particular situation should be submitted to Group HR.

Any employee of Greenyard who becomes aware of a serious breach of this Statement, must immediately report such breach to the Group Governance & Compliance Department or via the whistleblower channel (see the Greenyard's Whistleblower Policy), available [here](#).

## 2 Creating Inclusion

The foundation of our Diversity, Equity & Inclusion strategy is **Inclusion**. We promote an inclusive culture where we welcome all perspectives, fostering an environment where innovation flourishes and every person feels valued.

To that end, Greenyard is committed to:

- valuing employees from diverse **ethnic and socioeconomic backgrounds** for their perspectives and experiences, making efforts to ensure that individuals from underprivileged backgrounds have access to career development and advancement opportunities;
- ensuring that internal policies and procedures continue to foster **equal opportunities** and promote zero tolerance for discrimination;
- providing inclusive **leadership trainings** and practical tips to all leadership positions to raise awareness, enhance cultural competences and promote understanding;
- underlining our **commitment** to this Statement via different training and communication efforts;
- promoting an **open corporate culture**, based on mutual respect, dignity, non-discrimination and a spirit of cooperation.

## 3 Fostering Equity

Fostering **Equity**, next to inclusion, is fundamental to creating a company culture that leads to diversity. Through equity we break down barriers and provide opportunities for those who need it most, ensuring that every colleague can thrive.

To that end, Greenyard is committed to:

- ensuring that **promotions and career advancement** opportunities are based on merit and not influenced by bias;
- providing **fair compensation** to all individuals equal to their function, skills, competencies and contributions. Our compensation practices prioritize equity and we assess and analyze compensation data to identify and rectify any discrepancies that may arise due to factors such as gender, ethnicity or other factors;
- **eliminating** measures that reinforce **distinctions between blue- and white-collar** workers. We ensure an inclusive approach where blue and white collars feel part of one company and are treated equally;
- recognizing the importance of **family**. We are in favor of family and support employees in achieving their work-life balance.

## 4 Culture of Diversity

We make sure that every employee feels heard and represented throughout the organization. **Diversity** leads to a much richer company and stronger performance. It adds up to a diverse workforce, including colleagues from different backgrounds, different experiences and characteristics.

To that end, Greenyard is committed to:

- promoting **gender diversity** at all levels of the organization;
- ensure equal representation, **equal pay** and **equal opportunities** for individuals of all genders;
- recognize the importance of **ethnic diversity and inclusion**;
- strive to create an environment where individuals from diverse ethnic backgrounds are **valued** for their perspectives and experiences;
- ensuring that individuals from underprivileged backgrounds have access to **career development** and advancement opportunities;
- creating an accessible workplace for employees with a **disability**. We provide the necessary support and accommodation they need to ensure success and well-being;
- actively voice our support for diversity via **external communication** sources. We commit to promoting gender diversity at all levels of the organization.

## 5 Accountability and Responsibilities

### 5.1 Responsibilities

All employees are responsible for upholding this Statement and fostering an inclusive environment. Managers will be held accountable for promoting diversity and equity within their teams.

Every employee is responsible for respecting the dignity and diversity of all people and creating an inclusive environment that is free from discrimination, harassment and bullying.

Leadership teams, directors and managers are accountable for specific actions in achieving this Greenyard Statement on Diversity, Equity & Inclusion in their team, country or division.

### 5.2 Discrimination, harassment & bullying

We base employment decisions on merit, considering qualifications, skills, performance and achievements. We do not tolerate discrimination against any employee or applicant for employment based on non-work-related personal characteristics, such as race, color, religious beliefs, pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs), gender, sexual orientation, gender identity or expression, transgender status, national origin, ethnic origin or background, social origin, family or marital status, age, disability (physical or mental), medical

condition, genetic information, veteran's status or military service, or based on union membership or union activity.

Greenyard will not tolerate harassment, bullying or conduct that could lead or contribute to harassment of employees by managers, supervisors or co-workers and from harassment or bullying by non-employees in the workplace.

### **5.3 Reporting inappropriate conduct**

Employees are encouraged to report any concerns related to diversity, equity or inclusion via their supervisor, line manager, managing director, HR department, Group Governance & Compliance Department or via the whistleblower channel (see the Greenyard's Whistleblower Policy), available [here](#). Reports will be investigated, and appropriate action will be taken.

### **5.4 No retaliation**

We will not tolerate any threats or acts of retaliation against employees who report conduct they reasonably believe breaches this Statement or who, in good faith, provide information related to a report or investigation of such conduct.

### **5.5 Consequences**

Employees who do not comply with our Code of Conduct or this Statement, or who are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

## **6 Continuous improvement**

We are aware that diversity, equity and inclusion require **ongoing effort**. We will regularly review and update this Statement to reflect evolving circumstances, best practices and feedback from our employees.

**Group HR** is the guardian of this Statement and brings together the entities in their efforts towards Diversity, Equity & Inclusion actions. Group HR encourages and supports the sharing of information and ideas among entities.

**Our Diversity Equity & Inclusion committee**, composed of employees from different layers, countries, and divisions, is a balanced group of people who advises our leadership on which concrete measures and actions should be taken related to Diversity Equity & Inclusion.