

INCLUSION AND DIVERSITY POLICY

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STATEMENT

Our Inclusion and diversity policy formalizes our core values and commitments to providing an equitable work environment that enables all individuals to reach their potential.

Dietsmann recognizes that an inclusive and diverse workforce will help us attract the best talents and retain employees. Furthermore, we believe that diversity improves creativity, adaptability and decision making and thusly enhances our capacity to create value.

Because inclusion and diversity are a matter of fairness and equality, Dietsmann is committed to ensure an equitable, diverse and inclusive workplace, where all people are treated equally regardless of their age, gender, nationality, religion or belief, disability, social status or civil partnership and sexual orientation and this at all levels of the organization.

OUR COMMITMENTS

- Promote a culture of inclusion and diversity that values and respects individual differences free of discrimination.
- Pursue transparent policies, systems, programs, and services that champion a more diverse, equitable, and inclusive workplace, such as in our recruitment, learning, remuneration and promotion practices.
- Frequently engage with our employees to understand their views on managing and promoting inclusion and diversity such as organizational culture, flexibility, inclusion.
- Provide equal access to all employees with resources and skill development to succeed at work and a career path progression.
- Encourage diversity and inclusion as the unique qualities of our employees make them who they are and welcome these qualities make Dietsmann more competitive, stronger and an effective organization.
- Set diversity and inclusion targets and monitoring progress to ensure fairness and update them when necessary.
- Take seriously complaints.

AGREEMENT TO FOLLOW THIS POLICY

The Diversity and inclusion policy is fully supported by the shareholders and the Board of Directors.

Any suspected deviation or act of non-compliance with the inclusion and diversity policy, whether you are a victim or a witness, must be reported to the direct superior or to the Dietsmann Ethics Committee via the following e-mail address ethics@dietsmann.com, as described in the Business Code of Conduct & Ethics policy.

OUR DISCIPLINARY PROCEDURES

Dietsmann has adopted internal grievance and disciplinary policies and procedures that can be found in the Business Code of Conduct & Ethics policy document.

All allegations of discrimination are dealt with seriously and in strict confidentiality.

In case of non-compliance with this code, for an employee, this could lead to disciplinary action, going from verbal warning to employment contract termination, in accordance with applicable labor law regulations. For a business partner, this could lead to the contract with Dietsmann being terminated.

Cesare Canevese
Chief Executive Officer
June 2023

