



# **DIVERSITY & INCLUSION POLICY**

Version 1.3  
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## **Our aspiration**

Royal Unibrew strives to be an attractive workplace for all employees as well as an innovative and dedicated company to our customers and business partners.

We embrace and capitalize on diversity by creating an inclusive environment in which diversity is seen as a strength and where all employees feel valued and can realize their full potential. Ensuring inclusion and diversity will contribute to the achievement of our vision and goals in a competitive global business environment.

## **Our workforce**

We strive to have a diverse workforce with a strong blend of educational background, work and life experience, diversity of beliefs, nationality and gender. These are fundamental elements for an engaging culture where people deliver ambitious business results. We actively use our recruitment process to ensure a strong focus on diversity.

## **Our workplace**

We strive to create an inclusive workplace that reflects and values the local and individual differences in our workforce, making everyone feel accepted and respected regardless of age, race, color, sexual/religious orientation or disability. Transparent communication, openness to new perspectives and information sharing enable a culture of shared accountability and responsibility.

## **Our opportunities**

We strive to create a work environment that provides employees equal opportunities in terms of personal and professional development, and we address unconscious bias in our efforts to ensure equal opportunities.

## **Our leaders**

We ask our leaders to live the Royal Unibrew culture while nurturing the uniqueness in their leadership style. We believe that authentic leaders bring a diverse range of competencies and skills to our company and are role models in the leadership culture and style that create high engagement and performance in our teams.

## **Scope**

This policy applies to all employees in Royal Unibrew.