



Diversity, Equity, Inclusion and Belonging policy

Version	Owner (dept. or function)	Target audience	Approved by	Approval date	Review frequency	Reviewed topics
1	HR dept.	Value chain, employees	ExCom		At least every 3 years	/

I. Introduction

This policy focuses specifically on the principles of Diversity, Equity, Inclusion & Belonging (DEI&B) and how these can support attaining our business goals.

At VPK Group, we are committed to create an inclusive work environment. We value diversity and encourage everyone to join VPK, regardless of background, gender, age, sexual orientation, religion, nationality or physical ability. Our organization strives to create a workplace where everyone feels welcome, respected and valued.

II. Scope

We respect and promote Diversity, Equity, Inclusion & Belonging (DEI&B) in **our own operations and our entire value chain.**

In achieving our corporate mission, our employees play the leading role. As management, we believe that employees are our most valuable asset. We are committed to creating space for diversity, to ensuring that everyone has equal opportunities and to working towards an inclusive policy where everyone's ideas are heard. By valuing diversity, equality and inclusion, we are able to create a creative and agile organization ready to meet the expectations of our stakeholders. Diversity among our employees and their ideas, directly contributes to our goal of sustainably supporting our customers in their logistics processes.

Diversity

We strive for a workforce that reflects the society in which we operate. This includes actively recruiting talent from diverse backgrounds, experiences and perspectives. We



see diversity as a source of innovation and creativity, and we are committed to fostering an inclusive culture where every unique contribution is valued.

Equity

For us, equality means giving everyone the same opportunities to grow and develop professionally. We are committed to fair and transparent hiring and promotion practices and are committed to identifying and removing systemic barriers. This includes providing equal access to resources, training and development opportunities for all our employees.

Inclusion

Inclusion goes beyond recognizing diversity; it is about creating a workplace where everyone feels included and valued. We foster a culture of openness, respect and collaboration, where every voice is heard and respected. Inclusion means actively working to create an environment where everyone feels safe and supported to be their authentic selves.

Engagement - Belonging

We believe that engagement leads to higher employee satisfaction and productivity. Therefore, we create opportunities for employees to feel connected to their work, colleagues and our organization. This includes encouraging participation in decision-making processes, providing platforms for feedback and recognizing contributions to the success of the organization.

Training and Development

We invest in the ongoing training and development of our employees, with a specific focus on DEI&B principles. This includes training on unconscious bias, cultural competence and inclusive leadership. We strive to provide our employees with the tools and knowledge needed to foster an inclusive work environment.

Accountability and Transparency

We are transparent about our goals and progress regarding DEI&B. This includes systematic reporting and updates to all employees on our diversity and inclusion failures and achievements. We set clear goals, measure our progress and hold ourselves accountable for achieving these goals.



Community involvement

We recognize the importance of our broader role in the community and are committed to diversity and inclusion beyond our sustainable organization. This includes partnerships with local heating, educational institutions and non-profit organizations to support broader social change.

At VPK we are committed to creating a culture of diversity, equality, inclusion and engagement. By defining these principles in all our activities, we strive for a workplace in which everyone can flourish and contribute to the success and sustainability of our organization.

III. Commitments

VPK Group sets out its approach towards DEI&B in the *VPK Group's Code of Conduct*, and commits to keep its approach in line with The Universal Declaration of Human Rights (betrokken)

We strive to conducting a similar procedure to monitor and guide our customers towards the principles of DEI&B..

We are committed to providing or supporting access to remedy when we find or become aware of adverse DEI&B impacts on individuals or communities caused by our business activities in the widest meaning possible, including our upstream or downstream value chain (*cf. VPK Group's Whistleblowing Policy*).

We aim at reporting transparently about Diversity, Equity and Inclusion by means of our yearly Sustainability Report (published on our website).

Finally, we provide all of our internal and external stakeholders a dedicated whistleblowing system by means of which grievances concerning any possible breach against the principles of DEI&B can be reported, even anonymously (<https://www.vpkgroup.com/en/whistleblowing-system>; *VPK Group's Whistleblowing Policy and VPK Group's Code of Conduct*).

We investigate all concerns raised on a thorough and impartial basis and do not tolerate retaliation for reports made in good faith. Infringements relating to DEI&B can be reported at any time to the manager, HRM or via the whistleblower procedure. Appropriate action will be taken as stated in the Code of Conduct.



IV. Targets

We aim at the following targets:

- When recruiting new employees, diversity and inclusion are always kept in mind. Out of two candidates with the same competencies, the female candidate will be chosen until the number of woman has grown to 1/3rd of the team.

V. Responsibility and governance

The Board of Directors and the Executive Committee are responsible for the strategy and approach on Diversity, Equity and Inclusion and have set out clear roles and responsibilities within VPK Group in order to achieve coordinated action. The Sustainability Steering Committee is in charge of monitoring the targets.

KPI stewards: HR- and legal department, reporting to the Sustainability Steering Committee and the senior management.