

Group Policy

Diversity, Equity and Inclusion

Owner: Chief Human Resources Officer

Effective date: 26 March 2024





1. Purpose

Diversity, Equity & Inclusion (DE&I) is a shared responsibility, woven into our daily work benefitting to our people, customers & communities while driving business value. Equal access to opportunities is a given, belonging is a shared feeling, authenticity is celebrated.

We give everyone equal opportunities to succeed, removing barriers wherever we can, and consciously looking for ways to support diversity, equity and inclusion. Because when we feel safe to be our true selves, and our well-being is prioritized, we can be at our best. Whether it is our people background, culture, lifestyle, or workstyle, at dsm-firmenich, we cherish the diversity that fuels our organization and turns us into creative and innovative powerhouses. We are all about meeting the diverse needs of our global customers and bringing progress to life.

Our DE&I policy sets out the requirements and principles by which dsm-firmenich foster a work environment, where all of us have a responsibility to bring progress to life and where we are all accountable and empowered to be a force for good.

We are committed to an inclusive and equal opportunity workplace, ensuring fairness for all.

2. Scope

Our Code of Business Ethics (CoBE) makes clear that we are one team, customers and stakeholders included. We are inclusive. We value our differences.

This policy applies to all dsm-firmenich employees. The term 'employees' shall encompass all members of the dsm-firmenich workforce, including external staff as well temporary personnel and contractors, when they act on behalf of dsm-firmenich, in any of our location or operating companies. It is intended to align with and complement local statutory provisions.

It is the responsibility of each local management and employees to be familiar and comply with the local equal opportunity laws and regulations which govern the (business) activities that we engage in.

3. Policy statement

We provide diverse teams

Our dsm-firmenich teams reflect the diversity of our customers, communities, and our global footprint. We promote diversity in our supply chain and collaborating with a wide range of diverse suppliers.



We provide fair and equal opportunities

We raise awareness, and implement fair and inclusive practices and processes to increase opportunities to fully contribute. We tackle bias and discrimination to create an equitable workplace, complying with all applicable non-discrimination and equal employment opportunity laws.

We provide an inclusive culture

We create the conditions for people to feel respected, valued, heard, and safe. We create an open environment where our employees are closely involved in developing and achieving our objectives. We encourage feedback and provide channels to share thoughts. We respect the right of our employees to freedom of association and their right to form labor unions.

4. Organization

All dsm-firmenich employees are expected to acknowledge and follow the CoBE, which is available in a language of choice on the company website. We regularly assess our DE&I goals, take steps for improvement, and empower our leaders, people managers and colleagues to promote DE&I through awareness, education and skills development.

Governance and responsibilities

Our DE&I governance model is a structured framework with clear roles & responsibilities to drive sustainable change:

- Our Board of Directors approves the DE&I strategy and monitors progress against the DE&I goals.
- Our leaders align the strategy and goals, supported by our employees, to make sure that our DE&I principles are embedded throughout our Business Units, Business Partners, and value chain.
- All employees are responsible to embed DE&I principles and behaviors into their daily work, and truly live our value to be a force for good.
- Our people managers are accountable to demonstrate and role model inclusive leadership and respectful behavior in the work environment and all work-related activities.

5. Policy requirement(s)

From recruitment and compensation to performance management and development, the Group Standard for an inclusive and equal opportunity working environment must be followed.

As a committed equal opportunity employer, we ensure our recruitment practices are inclusive and fair.



We are committed to equality as part of our comprehensive reward strategy that focuses on responsible compensation and benefits practices and principles securing fair treatment and respect for each individual.

We ensure that all employees have equal opportunities for career and professional development by offering functional and leadership development programs, coaching and mentoring as well as on-the-job learning. In addition, the evaluation of individual performance is governed by structured processes of transparent communication and discussion with managers.

We develop awareness courses & tools on the importance of DE&I as integrated part of our culture, to avoid unconscious bias and micro-aggressions, to challenge stereotypes helping and engage us to become allies embracing the value of diversity.

We all have a duty to create a truly inclusive environment, in which discrimination, harassment, and bullying are completely unacceptable. Therefore, every day we live and uphold respectful behaviors.

Grievance mechanism

We all have a responsibility to speak up if we have a concern. Employees can address their concern directly with the person involved or with a local contact (HR or your line manager, Legal or the Business Ethics team).

SpeakUp is our reporting line for all employees and external stakeholders for raising concerns about any suspected violation of our CoBE, including our policies, or applicable laws and regulations. Please [visit our website](#) to learn more about our Speak Up framework.

6. Contact

Questions and feedback regarding this policy can be submitted to the Head of DE&I.

7. Policy management

Version	Date of issue	Purpose of change
1	26 March 2024	New Policy release

Right to Terminate or Amend Policy: The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local law. Subject to local law, the English-language version will prevail.



8. Appendixes

None

9. References

This policy should be read in conjunction with the:

- Group DEI Standards
- Code of Business Ethics
- [Supplier Code](#)
- [Human Rights policy](#)
- [Position Statement Modern Slavery](#)