



Group Diversity, Equity and Inclusion Policy

Introduction and purpose

Diversity, equity and inclusion are core cultural values of Klöckner Pentaplast (“kp” or the “Group”). kp is committed to a workplace culture that is fair and inclusive, enabling all employees to make individual and valuable contributions to the business; a culture that values and promotes diversity, equity and inclusion in everything we do; and that provides equal opportunity for all employees and a working environment free of harassment, discrimination and bullying

The concepts of diversity, equity and inclusion are related and equally important. Diversity includes but is not limited to differences in race, ethnicity, sex, gender, sexual orientation or identity, disability, religion, and age. The concept of diversity also includes differences in backgrounds, experiences, perspectives, and ideas. Inclusion means ensuring that all employees are valued, heard, engaged and involved at work, and have full opportunities to collaborate, contribute, and grow professionally. Equity refers to fair and just practices and policies that ensure all associates can thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same.

All kp employees are expected to help make kp a diverse and inclusive place to work by supporting colleagues and treating others with respect, dignity and courtesy. We expect our managers to exercise leadership in this field by discouraging prejudice, and to lead by example through their own behaviour as well as implementing the policies and practices to ensure equity within our organisation.

This policy outlines our approach to diversity, equity and inclusion within the organisation and what we expect of all employees to support and uphold our principles. Please read this policy carefully and work with us to accomplish these objectives together.

Our vision

To make kp a truly inclusive place to work, where diversity thrives and where everyone respects and values everyone else for who they are, what they bring and how they contribute to the mutual success of our global team.

Our mission

At kp, we strongly believe in the values of diversity, equity and inclusion. We aim to increase the diversity step-by-step on all levels of our global team, and create an environment where everyone belongs, is respected and feels valued for who they are and what they bring.

To drive our mutual success as a business, we aim to empower everyone to use their unique backgrounds, perspectives, talents and experiences to reach their full potential, create real impact and be proud of how much more we can achieve as a team of uniquely talented people.



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Our commitments

- Encourage, promote and maintain a diverse, inclusive and supportive culture and work environment, which treats employees fairly and with respect and enables them to fulfil their potential.
- Recruit, hire, develop, train, promote and retain talent based on skills, qualifications, experience, performance, behaviours and achievements, using clearly defined, fair and inclusive criteria.
- Support employees to work in a way that suits their circumstances by supporting flexible working, offering part-time roles and encouraging job-sharing opportunities and shift swapping where this is possible.
- Develop policies and practices to direct and guide the way in which we conduct ourselves both within the organisation and with our external stakeholders, which make our principles and expectations regarding diversity, equity and inclusion clear, deliver fairness and consistency of approach, and value individuality.
- Ensure that all kp employees are aware of their rights and their responsibilities, and our expectations, in relation to diversity and inclusion through training.
- Encourage leaders, employees and our external partners and stakeholders to make a positive difference through proactively supporting our diversity and inclusion principles.
- Ensure that the company assists any employee who feels they have experienced unfair treatment at the hands of either the company or a colleague.

Responsibilities

Employee Responsibilities:

It is the responsibility of all employees to promote a culture and approach to our work that supports our mission of diversity, equity and inclusion. Employees are expected to:

- Understand and comply with the policy and report any incidents or alleged incidents that would be considered a breach to your line manager or HR Representative.
- Promote our principles of diversity, equity and inclusion, and speak up if you see or hear something that you believe is not in line with our expectations.
- Be aware that you can be held personally liable as well as, or instead of, the company, for any act of unlawful discrimination.

Managers are expected to:

- Ensure the policy is implemented, and that employees receive proper training on the policy, and that they comply with it.
- Ensure further advice, support and training is requested from the HR team as required.
- Role model leadership behaviour which supports diversity, equity and inclusion across our business, ensuring standards are set and maintained at the highest level.



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Related policies

We conduct our global operations in compliance with our company policies which include our Code of Business Conduct and Ethics, Sustainability Policy Group Safety Policy and more, all of which are available upon request and on kp’s website.

Details of how to raise concerns or complaints regarding this policy can be found within kp’s Code of Business Conduct and Ethics.

About this policy

- **Scope:** This policy applies to all kp employees, and to contractors, agents, consultants or any others working for or on behalf of kp. Where there are local legal or regulatory requirements, local requirements will take precedence. This policy will be monitored and reviewed regularly to ensure that it promotes best practice in the workplace
- **Communication:** We will communicate this policy to our customers, suppliers, local communities and other key stakeholders. All employees are responsible for reading, acknowledging and adhering to this policy. This policy is published for general knowledge on the corporate intranet and website.
- **Violations:** We have established procedures for employees to report any potential violations or possible risk. The procedures are outlined in the kp Code of Conduct. Whistleblowers are granted anonymity and immunity.
- **Approval and revision:** The HR Leadership team is responsible for updating and reviewing this policy. The CHRO is responsible for the final approval.

Revision Date	Document Authorizer	Document Initiator	Revision Details	New Review Date
May 2022	Linda Kennedy kp CHRO	Susan Fornaro kp Compliance & General Counsel	New Version to align with kp Strategy	May 2024
May 2024	Garry Randall kp CHRO	Sven Brandenburg Group Talent Acquisition Director	Policy updated with new authorizer	May 2026