



ETEX GROUP DIVERSITY, EQUITY AND INCLUSION GLOBAL POLICY

Document prepared by Diversity, Equity & Inclusion core team

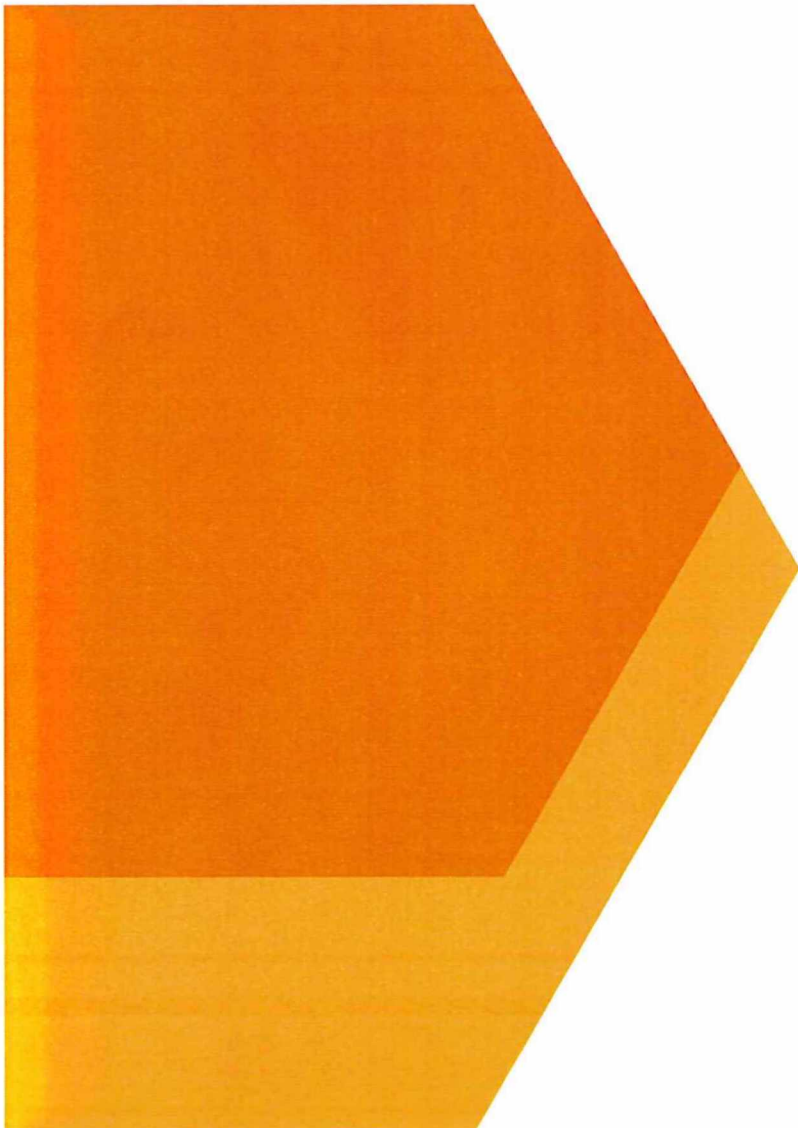




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1 OVERVIEW

- 1.1 Diversity at Etex is expressed through management's commitment to treating all individual Teammates equally and with respect.
- 1.2 Etex is committed to developing a rich culture, a diverse workforce and a healthy work environment in which every individual Teammate is treated fairly and with respect, and is given the opportunity to contribute to the success of the company, while achieving their full potential as individuals.
- 1.3 Diversity at Etex is about recognising differences. It implies acknowledging the benefits of bringing a range of perspectives into decision-making, and of the workforce being representative of the communities and environments we operate in.
- 1.4 Equity at Etex means addressing any differences and ensuring all Teammates have access to the tools and resources that they need to succeed. Etex will strive to ensure that those who may be disadvantaged due to their own individual conditions have access to the tools they need to benefit from the same opportunities as their peers. As such, improving equity involves ensuring the right level of justice and fairness in the procedures and processes of Etex, as well as in our distribution of resources. Equity is the pathway to true equality.
- 1.5 Inclusion at Etex means that every Teammate feels part of Etex, that their contribution is meaningful and valued and that they can perform to their full potential, regardless of their background, identity or circumstances. At Etex, we are also aware that recognition of unconscious or "implicit" bias helps us to be deliberate in addressing issues of inclusion.
- 1.6 Etex believes that the wide range of experiences and perspectives resulting from diversity, equity and inclusion can foster innovation and business success. Etex views diversity as a driver for creativity, productivity, responsiveness and competitiveness, which creates value for all our stakeholders.

2 SCOPE

- 2.1 This policy applies to all current Teammates at Etex, including full-time, part-time, contractual, permanent and temporary Teammates, and also applies to job applicants.

3 COMMITMENT FROM ETEX

- 3.1 At Etex, we believe that any differences which diversity may bring will enrich our workplace and make our teams stronger. We want everyone we work with – from our Teammates to our stakeholders – to always feel that their unique qualities are being valued, represented and praised.
- 3.2 Building and sustaining inclusive teams is vital to realising our true potential within our communities, and to our purpose of creating inspiring ways of living.
- 3.3 Fostering a sense of belonging in all Etex workplaces is good for not only Etex's performance overall, but also the mental and physical health of our Teammates. In line with the Etex values, we strongly believe that our well-being relies on our connection to others.



3.4 Our aim is to promote a workplace where “unique” individual qualities are supported and given a chance to thrive.

3.5 Through this policy, Etex is committed to:

- Ensuring equal pay – meaning that Teammates in the same employment position and performing comparable work must receive equal pay, unless any difference in remuneration can be validated based on objective criteria.
- Providing equal opportunities – meaning that at Etex, Teammates are provided with the same opportunities for access to employment, development, pay, training and promotion, unhampered by anyone’s personal characteristics.
- Attracting and retaining a competent, skilled and diverse workforce which is representative of the talent available in the communities in which our plants and offices are located, and our Teammates reside.
- Ensuring appropriate selection criteria based on competence, diverse skills, experience and perspectives are used when hiring at every level of the Etex organisation. Job descriptions, advertisements, application forms and contractual arrangements will not contain any direct or inferred discrimination.
- Addressing unconscious bias – Etex wants to train every Teammate to understand the impact of unconscious bias and ensure it is not exhibited within their own actions and behaviours.
- Promoting a culture of belonging for all Teammates – Etex seeks a culture of inclusion where each Teammate of Etex feels empowered to deliver on our purpose of inspiring ways of living by being their authentic selves.
- Condemning discrimination, bullying and harassment – Etex stands strong and united against any form of discrimination, bullying or harassment and promotes a culture of mutual respect, trust and dignity. In line with this commitment, any type of harassment or discrimination is strictly prohibited at Etex.

Etex is committed to informing all our internal and external stakeholders about our goals regarding diversity, equity and inclusion. For this purpose, Etex will also monitor and track the evolution of defined indicators of our commitment to diversity, equity and inclusion.

Monitoring will also include assessing how the diversity, equity and inclusion policy, and any supporting action plans, are working in practice, reviewing them periodically and considering the need to take appropriate actions to address any potential issues.

This policy will be subject to periodic review and update.



4 AGREEMENT TO FOLLOW THIS POLICY



4.1 The diversity, equity and inclusion policy is fully supported by senior management and has been agreed upon in consultation – and approval when applicable – with trade unions and/or employee representatives.

5 OUR DISCIPLINARY AND GRIEVANCE PROCEDURES

5.1 This policy is one of a series of tools also listed in the Etex Code of Conduct (“The Etex Way”) to promote a culture of compliance and integrity at Etex. Compliance with this policy is mandatory for all Etex Teammates. Any Etex employee who violates this policy may be subject to disciplinary action by the employer, taking local rules and procedures into account.

5.2 All Etex Teammates are responsible for raising concerns and reporting in good faith any behaviours that they believe to be in breach of this policy without fear of recrimination or vengeance.

5.3 The normal procedure for reporting any suspected misconduct is set out in section 1.3.2 of The Etex Way. However, Etex also makes available to all Etex Teammates a confidential SpeakUp Line, which is a reporting tool provided by an independent third party on behalf of Etex allowing web and phone communications (for more on this, see the Etex SpeakUp policy).

Signature 	Signature 
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Date: 03/04/2023	Date 03/04/2023