

Diversity, Equity & Inclusion (DEI) Policy

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1 Introduction

1.1 Background: Providing Equal Opportunities to Our Employees

As a responsible family business, we are committed to implementing and living diversity, equity and inclusion inside and outside the organization. Operating in more than 30 countries around the globe, we are aware of the power of diversity – for example, when different cultures, backgrounds and world views join forces.

A diverse work environment has a positive impact on innovation but also on the decision-making quality of a company and is therefore the key to success in the future. A diverse workforce provides the opportunity to look at things from many different angles and will therefore lead to a wider range of possible answers. In addition, companies that are committed to diversity, equity and inclusion build business more effectively, are more resilient, have higher customer satisfaction, retain current employees more successfully and increase the attractiveness for new potential employees.

Furthermore, we are convinced that only an inclusive society can enable a sustainable and peaceful future. We therefore use our influence as a global company and embrace diversity, equity and inclusion beyond the borders of our company.

Greiner promotes a culture that is free of prejudice and offers equal opportunities to all its employees. Every employee, regardless of characteristics such as gender, age, background, social status, sexual orientation, religion, or mental and physical abilities, has the same opportunities at Greiner to develop and realize their potential. We see diversity, equity and inclusion as an essential part of our corporate culture. This commitment is underlined by the principles and values that are set out in our Group-wide Code of Conduct, which can be found at: www.greiner.com.

1.2 Intention and Scope of This Policy

This policy provides a common understanding on what diversity, equity and inclusion means for Greiner and outlines roles and responsibilities, as well as general guidelines to foster the implementation of diversity, equity and inclusion in all our divisions, entities and business areas around the globe.

We strive to conduct all business activities in accordance with the UN Guiding Principles on Business and Human Rights (www.unglobalcompact.org), the UN Sustainable Development Goals (SDGs -

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<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>), the UN Women's Empowerment Principles (<https://www.weps.org/>), and the core labor standards of the International Labour Organization (ILO - <https://www.ilo.org/global/lang--en/index.htm>). All business activities must be conducted in strict compliance with local, national and international laws.

The instructions in this document apply worldwide to Greiner AG and all companies in which Greiner AG holds a direct or indirect interest of more than 50% (hereinafter together, the "Greiner companies"). This policy is valid from September 1, 2023.

We expect all our Greiner companies to adhere to the principles outlined in this policy and implement various activities to be able to achieve the targets set on Group level.

1.3 Zero Tolerance for Discrimination

In accordance with the principles set out in this policy, every person must be respected and treated with dignity. Without exception, Greiner opposes any form of discrimination, bullying, mobbing or harassment based on characteristics such as gender, age, background, social status, sexual orientation, religion or mental and physical abilities.

Furthermore, the principle of zero tolerance for discrimination is to be embedded at each point of the employee lifecycle, especially during recruitment, talent management, professional & leadership development, career critical assignments, reward and recognition and promotion processes. To that end, this policy outlines key principles and measures for preventing discrimination and reporting misconduct. Any observed violation of the rules contained in this policy or any form of discrimination may be reported anonymously at all times via the Whistleblower Hotline tell-greiner.com.

1.4 Diversity Vision, Mission and Guiding Principles

Our Vision

We provide equal opportunities for everyone and act as a role model for creating an inclusive organization and society.

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Our Mission

We are committed to creating an open and inclusive environment where everyone is heard, respected and appreciated. As a global player, we actively use our impact to create equal opportunities inside and outside the company.

We make sure employee potential is not limited by characteristics such as gender, age, background, social status, sexual orientation, religion, or mental and physical abilities. Based on our guiding principles, we will work toward specific targets and communicate them openly.

No matter what it takes, we will take action!

Our Guiding Principles

Creating fair workplaces

It is our responsibility to address discrimination, structural prejudice, and unconscious biases. By educating colleagues, learning from each other, and making the topic visible, we can identify, address, and mitigate inequalities.

Designing an inclusive employee journey

We are committed to ensuring that each employee journey is filled with transparency and access to equal opportunities. From employer branding and recruiting to workforce retention, we want to be inclusive and fair.

Empowering individual life choices

We want to provide both a rewarding career and free time for a personal life. With this in mind, we seek to strike a balance between family life, education, and work at any stage of life.

Developing inclusive products and services

When developing new products or services, we strive to consider aspects of diversity, equity and inclusion that are relevant for our customers, users, and other stakeholders.

Engaging our supply chain and partners

Diversity, equity, and inclusion go far beyond our company. We actively encourage our suppliers, customers, and partners to contribute to the implementation of our vision, mission, and guiding principles to ultimately achieve an equitable society.

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2 How to Implement This Policy

2.1 Diversity Management

Diversity Management at Greiner begins at the highest level with the commitment and support of our Executive Board. The strategic management of diversity, equity and inclusion is under the responsibility of the departments “People & Culture” and “Sustainability & Corporate Affairs” at Greiner AG. Diversity Management is firmly embedded in these departments and responsible for giving strategic direction, setting specific targets, reporting the status quo and enabling communication on the topics of diversity, equity and inclusion. In addition, Diversity Management acts as a knowledge base and support, ensuring that best practices are shared across the organization.

We follow a participatory process – i.e. including stakeholders from all divisions and different hierarchy levels in our diversity, equity and inclusion efforts – and strive to consider both global as well as local perspectives.

General enquiries from internal and external stakeholders may be directed to diversity@greiner.com, which will be accessed by the Group-wide Diversity Management at Greiner AG.

2.2 What We Expect of Leaders

Managers and leaders play a key role when it comes to embracing diversity, equity and inclusion at Greiner. For this very reason, they must be aware of their role model function. To ensure that our employees are empowered to do their best professionally and personally, Greiner is committed to inclusive leadership.

We strive to integrate core elements such as bias mitigation and diversity training courses into our leadership development process and aim to promote inclusive leadership role models. By doing so we increase our leaders' knowledge and competencies and support them in bringing our diversity goals to life. By continuously integrating diversity, equity and inclusion in the entire employee lifecycle – e.g. staffing, performance appraisal, compensation, training and mentoring – we can support organizational efficiency.

We expect our managers and leaders to comply with the principles of this policy and to create at all times an environment that embraces diversity, equity and inclusion. This will require continuous training and awareness raising in this area as well as promotion of diverse decision-making bodies and creation of an inclusive working environment in which every employee has equal opportunities to develop and flourish. We also strive to foster supplier diversity and continuously encourage our business partners to embrace the principles of diversity, equity and inclusion.

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In addition to acting as a role model, leaders are responsible for actively addressing violations of this policy to ensure compliance with it – no matter if based on own observations or issues that are brought to them in their role as leaders. Diversity Management at Group level is available to provide support. Further contact options are listed in section 2.6.

2.3 What We Expect of Employees

In addition to our leaders and management bodies, this policy is also directed at every employee of the Greiner Group. Every employee is expected to respect and act in accordance with the principles defined in this policy as well as our corporate values.

In line with the motto: We are all part of the big picture, we aim to support our employees in implementing our principles in the best possible way. In this context, Greiner strives to offer a comprehensive training and development program to create a common understanding of diversity, equity and inclusion. In addition, it is important to create awareness for the goals and benefits associated with diversity, equity and inclusion at Greiner. We expect all our employees to support and help us achieve our global targets by embedding the principles along all our activities. All employees are called upon to forward their ideas and thoughts in the appropriate channels and thus make a contribution.

2.4 Roles of People & Culture Management (P&C)

Especially in the recruiting and promotion process P&C plays an integral part in fostering our diversity, equity and inclusion ambitions. Greiner strives to ensure that all decisions about professional development, promotions and any advancement of employees are based on performance and demonstrated potential. To ensure that we provide equal opportunities, P&C designs its processes and decisions with diversity, equity and inclusion in mind.

We are currently focusing our efforts on the areas listed below; new areas will be added depending on developments and needs:

- **Gender equality:** We are committed to ensuring that gender is not a barrier to career opportunities and advancement. Therefore, Greiner set itself ambitious targets to foster gender balance. In this context, Greiner has signed the UN Women's Empowerment principles (<https://www.weeps.org/>).
- **Promoting fair working conditions and remuneration:** We constantly strive to provide fair working conditions with special focus on fair remuneration for all employees. In addition, we are

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committed to fostering a social dialogue and to offering flexible work arrangements such as part-time, job-sharing models, working from home and other solutions where feasible.

- **Addressing disabilities:** We aim to consider the needs of mentally and physically disabled people by making our workplaces inclusive and accessible. This can include ensuring barrier-free access, appropriate tools and suitable tasks.
- **Inclusion of LGBTIQ+:** We are committed to eliminating all potential inequalities related to the LGBTIQ+ community and ensuring that our policies, processes and practices address the needs of this community.
- **Employment across generations:** We rely on the strengths of the different generations working at Greiner. We offer the possibility of meeting individual and age-related needs and thus ensure the appropriate transfer of intellectual property and experience.
- **Promoting a culturally diverse workforce:** Operating in more than 30 countries, we recognize the power of diverse cultures, ethnicities, and beliefs to create a stimulating and innovative workplace – this also reflects the diversity of our stakeholders and business partners.
- **Supporting families:** We are committed to ensuring equal access to parental leave for all employees – regardless of characteristics such as gender or sexual orientation– taking into consideration local legal provisions.

2.5 Roles of Communications & Marketing

We are committed to ensuring that all our internal and external communications and our marketing activities are based on respect and inclusion. Communication activities must not contain images or messages that are offensive, discriminating or degrading to individuals or groups based on characteristics such as gender, age, background, social status, sexual orientation, religion, or mental and physical abilities.

We will provide all employees at Greiner with Inclusive Communication Guidelines that outline the principles of inclusive and respectful communication. For employees in communication and P&C positions, a more detailed version of these guidelines will be provided.

2.6 Contact Information

At Greiner we are interested in all our stakeholders' opinions and ideas and actively seek input and feedback in order to enable exchange and improvement. For feedback, ideas or if you want to participate in creating a



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diverse, equitable and inclusive corporate culture at Greiner, please reach out to your direct manager, your P&C representative or contact the Group-wide Diversity Management at diversity@greiner.com.

If you feel that the values and guiding principles outlined in this policy are not adhered to, please reach out to your direct manager, your P&C representative or your local compliance officer. Any observed violation of the rules contained in this policy or any form of discrimination may always be reported anonymously via the Whistleblower Hotline at tell-greiner.com.

For further information on diversity, equity and inclusion at Greiner, please visit: <https://diversity.greiner.com>

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Annex: Definitions

Age	Age discrimination occurs when a person is treated less favorably, or not given the same opportunities as others in a similar situation because he or she is considered to be too old or too young.
Bullying	Bullying at work means harassing, offending, socially excluding someone or negatively affecting someone's work tasks. In order for the label bullying to be applied to a particular activity, interaction or process, it has to occur repeatedly and regularly (e.g. weekly) and over a period of time (e.g. six months) either personally, in writing or virtually. Bullying is an escalating process, in the course of which the person confronted ends up in an inferior position or becomes the target of systematic negative social acts. A conflict cannot be called bullying if the incident is an isolated event or if two parties of approximately equal 'strength' are in conflict.
Discrimination	Discrimination is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, or sexual orientation.
Diversity	The practice or quality of including or involving people from a range of different characteristics such as age, background, social status, sexual orientation, religion, or mental and physical abilities and any other relevant criteria. In a business context, the term diversity refers to the similarities and differences between individuals on different dimensions. It includes both visible (e.g. gender, age) and invisible (e.g. religious belief, sexual orientation) characteristics that influence a person's opinion, perspective, attitude and thus their action.
Equity	Refers to fair treatment for all people, so that the norms, practices, and policies in place ensure identity does not affect opportunities.
Gender	Refers to a person's biological status and is typically assigned at birth, usually on the basis of external anatomy. In Greiner's reporting, gender options are 'male', 'female', 'other' or 'unknown'.
(Verbal) Harassment	Harassment is defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person toward whom they are addressed. Harassment occurs when one or more employees are deliberately abused, threatened and/or humiliated in circumstances relating to work. Harassment may be carried out by one or more employees, with the purpose or effect of violating another employee's dignity, affecting [their] health and/or creating a hostile work environment.

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Inclusion	Inclusion is the degree to which organizations embrace all employees and enable them to make meaningful contributions.
Mobbing	Mobbing (at work) is characterized by the systematic psychological abuse or humiliation of a person by an individual or a group, with the aim of damaging his/her reputation, honor, human dignity, and integrity.
Ethnicity	An ethnicity or ethnic group are people who identify with each other on the basis of perceived shared attributes. These attributes can include perceived common racial, national, tribal, religious, linguistic, or cultural backgrounds.
Physical or mental disabilities	Means a physical or mental impairment that limits one or more of the major life activities of an individual.
Sexual harassment	Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favors or other unwelcomed conduct of a sexual nature that makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.
Sexual orientation	Sexual orientation refers to a person's physical, romantic and/or emotional attraction toward other people.
Underrepresentation	Underrepresentation is defined as having fewer women or minorities in a particular job group or department than would reasonably be expected by their availability.

National and international commitments to which Greiner adheres:

- UN Global Compact (<https://www.unglobalcompact.org>) signed by Greiner AG
- UN Women's Empowerment Principles (<https://www.weeps.org/>) signed by Greiner AG
- Charta der Vielfalt ("Charta of Diversity") signed by Greiner AG (additional diversity commitments might be signed by other Greiner entities): [https://www.wko.at/site/Charta-der-Vielfalt/charta-der-vielfalt/wortlaut/Die Charta der Vielfalt im Wortlaut.html#ChartaEnglish](https://www.wko.at/site/Charta-der-Vielfalt/charta-der-vielfalt/wortlaut/Die%20Charta%20der%20Vielfalt%20im%20Wortlaut.html#ChartaEnglish)