



Diversity and Inclusion Policy



Introduction

At Strauss Group, we believe that inclusive business practices empower our employees, foster innovation, build trustful relationships throughout our supply chain and improve our responsiveness to our customers and consumers, enabling us to achieve better business results over the long term in the right way. Diversity and Inclusion for us represent both a business necessity and a core belief. They represent a fundamental value and code of behavior that is deeply embedded in our day to day interactions and decisions. Diversity and Inclusion are the result of respect, valuing others and caring about the lives we touch through the thousands of people we employ and the millions of people we reach each day through our products and our operations.

Our Strauss Group Diversity and Inclusion Policy describes the way we put this belief into practice, serving as a statement of commitment from Strauss Group's Board of Directors and most senior executives, a frame of reference for the managers and employees in our business, and a promise to our employees, business partners, suppliers and others we interact with.

Scope

When we reference Diversity and Inclusion, we mean a holistic approach that applies to all those with whom we interact: our employees, our suppliers, the different populations we serve (and their diverse tastes and nutritional needs), our business partners, our community partners and all those who make up our society. We aim to practice inclusion in all these areas, creating opportunities and benefits for the greatest number of people.

Details

General

We believe that diversity and inclusion can be achieved only by implementing a long-term systematic approach. This effort must start from the perceptions of our managers and teams and an understanding of the rationale behind efforts to advance Diversity and Inclusion. We must all be aware of individual and organizational biases. With this awareness, we can examine our organizational processes in a methodological way and provide the necessary competencies for professional teams, managers and employees. Ongoing measurement of data (diverse employee representation in Strauss Group) and perceptions (employee feedback from organizational surveys) supports this process both by highlighting achievements as well as opportunities to improve.

Our Employees

Equal Opportunity for All: We welcome employees from all genders and populations and promote an inclusive working environment. We aim to ensure everyone can be their personal best at work and is motivated to make their voice count. We condemn any form of discrimination, harassment, unfair treatment or inappropriate behavior.

Inclusive Recruitment and Mobility: We encourage candidates from all backgrounds to apply for available roles at Strauss Group and we embed inclusive practices in our recruitment processes as an equal opportunity employer. We make all reasonable efforts to ensure shortlists include diverse candidates, both from within the organization and via external recruitment, for each available role and provide training on inclusive approaches for managers involved in recruiting.

Equal Pay for Equal Work: Strauss Group rewards employees on the basis of experience, responsibility and contribution. Employees serving in equal roles and delivering equal performance have the right to earn equal pay and benefits.

Professional Development: Strauss Group provides employees with equal opportunity for professional development in accordance with their abilities, role in the company and business needs, while also aspiring to create a diverse and inclusive global team. This includes an annual performance review for all employees, and targeted development opportunities to support performance improvement.

Our Workplaces

We aim to equip our offices, factories and other premises to accommodate the needs of employees and visitors who have disabilities. Where possible, this includes:

- Equipping Strauss Group locations for access by persons with disabilities;
- Providing accessibility features at employee workstations, and
- Ensuring appropriate personal support for persons with disabilities.

Our Suppliers

Strauss Group encourages diverse suppliers to offer their products and services whenever possible. We seek out small businesses and women-owned enterprises and other suppliers local to our operating facilities. Our practices include:

- Providing training for procurement staff on the importance of a diverse supplier base and ways to advance equal opportunity in the supply chain;
- Identifying opportunities for collaboration or investment in women-owned suppliers to improve their business capabilities and business growth, and
- Continuously seeking to expand the reach of requests to tender for our product and service requirements to a diverse range of suppliers.

Our Consumers

Strauss Group has a deep respect for our consumers around the world with different backgrounds and cultures as well as diverse tastes, preferences, and dietary needs. We are committed to provide a range of food and beverage offerings that offer choice to the broadest possible range of consumers who we hope will enjoy our products as part of their healthy and nutritional lifestyle preferences and needs. Our activities include:

- Conducting targeted research into the needs and preferences of consumers and managing our product development and innovation to deliver products that meet diverse needs. This includes but is not limited to: gluten-free and lactose-free products, low-calorie and portion-controlled products, allergen-free products, Kosher products and a wide variety of product options to meet local, cultural or personal consumer tastes as well as economic considerations.
- Engaging with consumers through a wide range of channels to hear their views and solicit their feedback to help us direct new product development initiatives
- Considered, appropriate and inclusive marketing, advertising and promotions to consumers, addressing consumers (where possible) in their own language and respecting all cultures and lifestyles without causing offense in any way. (See also our Responsible Marketing Policy)

Our Communities

Strauss Group engages in many activities in our local communities around the world to help strengthen the fabric of society and contribute to community empowerment. We support the communities in which we live and work as part of our core commitment to be a responsible and caring corporate citizen. In all our community interactions, we aim to be inclusive and address the needs of diverse individuals and groups. A key focus of our activities is the advancement and empowerment of women and breaking down gender-based barriers in society. Our activities include:

- Collaboration with organizations and community partners to promote initiatives to advance social inclusion and employability of diverse individuals;

- Providing work experience for diverse, often disadvantaged, youth in our communities;
- Engaging in our communities through employee volunteering to support social causes in a way that values diversity and fosters inclusion.

Compliance

We constantly work to comply, and exceed when possible, with all applicable Diversity and Inclusion laws and regulations in all the markets in which we operate. We establish and maintain appropriate compliance programs to ensure management and employees' involvement in, and oversight of Diversity and Inclusion, and allocate appropriate resources to address required actions.

All individuals are encouraged to report any instances or suspected instances of behavior at Strauss Group that do not uphold this Policy. Any individual who makes such a report may do so without fear of retaliation. All reports are investigated promptly, and appropriate action taken if required. A global Hotline is provided for this purpose, and reports may be made anonymously. Employees may submit grievances to their manager or Human Resources Manager or to Strauss Group's Internal Auditor. External contacts may submit grievances to Strauss Group's VP Communications and Sustainability.

The executive management of each Strauss Group company is responsible for ensuring this Policy is implemented within each business division and each management function. Several functional leads at the Group level and in each company have a responsibility to actively lead and support these policies including managers in product development, procurement, human resources, marketing, sales and others.

All employees are expected to support our inclusive practices and proactively seek to enhance the diversity of our organization and the inclusiveness of our interactions with all internal and external groups.

Diversity and inclusion is constantly monitored within the organization and reported internally against agreed Key Performance Indicators. Such monitoring helps us understand our performance, learn from challenges and identify new opportunities and formulate plans of action. Key overall results are also reported externally in Strauss Group's annual Sustainability Reports.

Communication

This Policy is available to Strauss Group employees through our internal internet portal and externally on our corporate website.