

Diversity, Equity and Inclusion at Etex

At Etex, talent counts, not religion or belief, race, ethnicity, language, gender, gender reassignment, sexual orientation, physical and mental abilities, marriage or civil partnerships, age, or any other potential factors of difference, including differences in ideas and perspectives.



Diversity at Etex

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.



Equity at Etex

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.



Inclusion at Etex

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.





Unique qualities at Etex

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.



Inclusive teams at Etex

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.



Connection at Etex

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.

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



Etex is committed to:

- 1** 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.
- 2** 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.
- 3** 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.
- 4** 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.
- 5** 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.
- 6** 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.
- 7** 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.



Goals

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

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.

Find out more about Diversity, Equity and Inclusion at Etex on etexgroup.com/diversity



Bernard Delvaux
Chief Executive Officer



Louise Cail
Chief Human
Resources Officer