



CZ Diversity and Inclusion Statement

At Czarnikow Group Limited ('CZ' or 'the Group'), we believe that a workforce that better represents the changing and diverse make-up of our stakeholders, local cultures and communities gives us:

- a broader understanding of situations, backgrounds, and experiences, which strengthens our decision-making
- greater diversity of thought, leading to a larger pool of ideas and innovation
- enhanced ability to recruit and retain talent in a competitive sector.

We value each individual on their skills and merits, and we celebrate the diverse range of talent that makes up our business. We are committed to treating each other and all other stakeholders with whom we work with dignity and respect at all times. We do not tolerate discrimination, whether based on protected characteristics or otherwise, including:

- Age
- Colour
- Civil partnership status
- Disability
- Ethnic or national origin
- Gender identity
- Long-term illness
- Marital status
- Pregnancy and/or maternity
- Race
- Sexual orientation
- Socio-economic background

Scope of this statement

This statement applies to all CZ employees and extends to non-permanent members of staff, agents, service providers and freelancers working with CZ. It covers many aspects of employment at CZ, including:

- Working at CZ premises or remotely, or travelling for work
- Recruitment and selection processes
- Opportunities for training, development and promotion
- Terms and conditions of employment



- Work-related events and social events
- Situations where an employee acts as a representative of CZ (e.g. networking event, company social media and press liaison)

All employees and interested parties are directed towards CZ's Positive Work Environment Policy, which covers bullying, harassment and discrimination, for a full description of internal processes that occur in the instance of breach of this statement.

Robin Cave, CEO