

# Corbion inclusion and diversity policy

**Corbion believes that innovation, creativity and quality results are driven by diverse perspectives. By establishing a diverse and inclusive culture, we feel strongly about doing the right thing for current and future generations.**

To better serve and understand our workforce, customers and communities, it is essential that we evolve to reflect and represent them to the best of our ability.

Diverse perspectives in common purpose have great potential to drive global innovation and business growth. To realize this, we must continue to attract, develop, grow and retain talent across the organization, by creating an inclusive place to work which inspires our employees to perform at their best every day.

Inclusion is a state of being valued, respected and supported. It's about appreciating the needs of every individual and ensuring the right conditions exist for each person to achieve his or her full potential. Inclusion should be reflected in an organization's culture and practices, as well as in its programs and policies to support a diverse and inclusive workplace.

Diversity is anything that differentiates groups and people from one another. Differences include; ethnicity, gender, age, national origin, personality, physical ability, sexual orientation, education, religion and other dimensions.

**Olivier Rigaud, CEO**

Amsterdam, February 2023

## Our inclusion and diversity themes

### **Establish a more diverse workforce by becoming an 'employer of choice'**

Attract, retain and promote highly talented and diverse employees across all levels

### **Improve our customer and stakeholder relationships**

Reflect and respond to changing customer and stakeholder developments

### **Enhance performance**

Create well rounded and an increased range of leadership styles across all levels

