

Diversity & Inclusion within the Südzucker Group

What we stand for:

As Südzucker Group we are an international company shaped by different cultures, generations and individual personalities. We commit to respecting this diversity as well as specifically giving/showing a clear signal against any form of discrimination, such as sexism, exclusion, racism and hatred. We stand for an inclusive corporate culture that aims to develop each individual person equally according to their knowledge, skills and social background.

Whom we address:

This commitment applies across the entire Südzucker Group including all segments, divisions, departments and locations worldwide. It forms the basis of our cooperation in our plants and administrations, in our recruitment process and in contact with all our external partners.

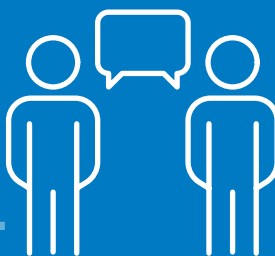
Our principles:

Equality



Equality: We appreciate all colleagues equally regardless of their origin, social backgrounds, gender, sexual orientation, age, abilities or religious background. We value diversity and are committed to ensuring that all individuals, within the Südzucker Group, have a workplace where they feel safe and are treated fairly.

Openness



Openness: We approach the unknown and unfamiliar with open mind and curiosity and see it as an opportunity to broaden our horizon – thus setting the base for innovation, a positive learning culture and creativity. We value and promote the potential of all our colleagues and Südzucker encourages everyone to share new perspectives, come up with new ideas and explore innovative new paths.

Respect



Respect: We acknowledge each individual person regardless of their position in the company. We care for our fellow colleagues and respect individual habits without judging anyone based on their background.

Empathy



Empathy: We aim to step into other people's shoes and try to see and feel the world through their eyes and from their perspective. We give others space to talk openly and carefully listen to each other's viewpoint. We support and offer our help to colleagues who are not doing well for whatever reason.

Our responsibility:

As a company, we take responsibility for the principles described above and for ensuring that they are lived within our organization – both internally and externally.

In addition, the Group relies on the support and responsibility of all colleagues, within Südzucker, to stand up for diversity and inclusion themselves at all times. Team leaders, forepersons, the work councils and other role models should promote, demand and commit to a diverse culture, within their teams.

If any colleague experiences a violation of these principles, we ask them to immediately contact their local HR department or send an email to

diversity@suedzuckergroup.com

All messages are treated confidentially.

We will continuously review this document to ensure it is up to date and make adjustments if and when necessary.