

Diversity & Inclusion (D&I) Policy

Doc ID:	PPC-1286
Version:	1
Last Review	20May2022
Date:	19Nov2021
Last Amendment:	19Nov2021
Accountable Manager:	Chief Human Resources Officer
Owner:	Senior Director People & Talent Development
Scope:	All companies and employees of GEA Group
Distribution:	GEA Intranet and Internet

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1. Introduction

GEA is one of the largest suppliers for food processing technology and of related industries. As a global group, we specialize in machinery, plants, as well as process technology, and components.

Our more than 18,000 employees in more than 50 countries are at the core of GEA's success. Therefore, GEA relies on the engagement of its diverse workforce across all divisions and functions to stay globally competitive. Fostering Diversity & Inclusion increases employees' engagement. Furthermore, it leverages the innovative potential of all GEA employees, contributes positively to productivity, and promotes high-performance collaboration.

Besides considering the positive impact on our employees, we understand that Diversity & Inclusion are not an end in itself but strategic business drivers in an increasingly complex and challenging work environment. They fulfill our strategic need for various viewpoints and approaches to business. Diverse ways of thinking and working contribute to a better assessment of risks and opportunities and ensure that our organization is well equipped for the future and agile enough to face the challenges ahead.

Our commitment to Diversity & Inclusion is also set in the values on which our organization is founded.

This policy and guideline are designed to help you navigate the complex topics of Diversity & Inclusion in the organizational context at GEA. To put Diversity & Inclusion into practice and live our values, we commit ourselves to promote and integrate Diversity & Inclusion by actively using this policy and guideline in our daily business.

2. Purpose and scope of the policy & guideline

The purpose of this policy is to ensure a GEA-wide standard in handling Diversity & Inclusion. We want to guide behavior both for leaders and for employees to navigate the complex topics of Diversity & Inclusion in the organizational context. We strive for more than only complying with legal requirements; we strive for real commitment.

This policy and guideline contain GEA's understanding of Diversity & Inclusion, the most crucial Diversity & Inclusion principles, basic rules for implementation, and leadership guidance.

The policy applies to all employees at GEA. However, it is particularly relevant for employees who are in a position to make or influence decisions of the organization.

In case any statements of this policy contradict local legal requirements, the local legal requirements should prevail.

3. GEA's understanding of Diversity & Inclusion

We understand **Diversity** as the composition of people with several characteristics of differences and similarities.

Diversity dimensions include demographic and other personal characteristics, such as age, disability, sex, sexual orientation, gender, gender identity, race, color, nationality, ethnic or national origin, religion, or belief, as

well as characteristics related to socio-economic context. ¹ These criteria are by no means exhaustive but represent often agreed-upon dimensions, which can be associated with legal requirements in different jurisdictions

Other dimensions, including individual skills, knowledge, and capabilities or organizational dimensions such as work experience or qualification, can also determine Diversity.

For us, **Inclusion** means creating a corporate structure in which everyone feels valued and involved to operate successfully within GEA and have equal access to opportunities and resources.

Inclusion can involve stakeholders from different groups being accepted, welcomed, and enabled to speak up and develop a sense of belonging. Inclusion also involves offering people opportunities based on their knowledge, skills, and abilities as well as providing access to resources that enable their participation.²

4. Our aspiration for Diversity & Inclusion at GEA

Three core topics shape GEA's aspiration of Diversity & Inclusion and guide the behavior and the integration of Diversity & Inclusion in GEA's process where appropriate and possible.

GEA's aspiration merges in the following focus topics:

- Building and nurturing an inclusive workplace
- Leveraging Diversity & Inclusion in the marketplace
- Attracting, developing, and promoting diverse talent

4.1. Building and nurturing an inclusive workplace

We commit to fostering an inclusive work environment where Diversity thrives in supporting strategic ambitions and priorities. Equal opportunities and working conditions mark an inclusive workplace for all employees. GEA accords to the principle of equal opportunity the greatest respect and shall speak out against discrimination and marginalization and favor integration and tolerance. We commit to counteract any kind of prejudice consistently. We aim to establish an open, dynamic, and respectful work environment that accommodates understanding and appreciation of different perspectives, needs, and approaches to drive our employee's engagement, extend retention, and increase our innovation potential.

4.2. Leveraging Diversity & Inclusion in the marketplace

We commit to promote a diverse workforce to be a company whose global workforce reflects our customers and serves the broader society in which we operate to maintain our reputations as an authentic, trusted partner in global and diverse markets.

4.3. Attracting, developing and promoting diverse talent

We strive to be the employer of choice for diverse applicants at all levels of GEA. We commit to identify and eliminate potential barriers to ensure equity in advancement opportunities. Thereby we broaden our talent pool and secure the diverse skills and competencies we need for sustainable success.

¹ ISO 30415:2021; page 2

² ISO 30415:2021; page 3

5. Our Diversity & Inclusion principles at GEA

In light of the above-outlined aspiration, the following principles set the framework for guiding the behavior of all GEA employees and establish a general basic understanding and common ground for the fostering and integration of Diversity & Inclusion across GEA.

- We respect and value people's differences.
- We accord to the principle of equal opportunity the greatest respect and shall speak out against discrimination and marginalization and are in favor of Inclusion and tolerance
- We recognize that by fostering Diversity & Inclusion, we are serving our employees, our customers, and society best
- We commit to sustainably embed Diversity & Inclusion into GEA's structures and processes
- We provide and maintain appropriate systems, tools, and procedures that support the achievement of our diversity objectives
- We initiate measures and raise awareness to promote active involvement and the understanding of Diversity & Inclusion
- We make use of development opportunities to widen our awareness and competencies to manage Diversity & Inclusion successfully
- We acknowledge that Diversity & Inclusion needs long-term initiatives to reach sustainable change
- We recognize that fostering Diversity & Inclusion is a learning and development process for all involved, which includes reconsidering existing processes, structures, and paradigms regularly
- We continuously improve our Diversity & Inclusion efforts by measuring and regularly reporting on our performance and progress relating to Diversity & Inclusion

6. Critical success factors for Diversity & Inclusion

To sustainably integrate Diversity & Inclusion into the organization and to ensure that the individual Diversity & Inclusion principles can come into effect, four critical success factors have been identified:

- Leadership commitment
- Communication
- Policy infrastructure
- Reporting & Governance

6.1. Building and nurturing an inclusive workplace

To successfully and sustainably integrate Diversity & Inclusion into the organization, we are strongly reliant on the commitment of our leadership. Strategic planning and operational implementation as well as managing diverse teams appropriately form the basis for a successful integration of Diversity & Inclusion lead by our GEA managers.

This commitment includes initiating and sustaining Diversity & Inclusion measures by a combination of strategic planning and operational implementation. To enable leaders in these responsibilities, development offers will be offered.

The GEA Signature for Leadership guides the leadership culture at GEA. Diversity & Inclusion have already been considered in the conceptualization of the Signature for Leadership. In the following dimensions of the Signature Diversity & Inclusion play a part:

- Being a **Network catalyst** means extending your network and seeking connections regardless of any diversity dimensions.

- Being a **Market shaper** means drawing from the innovation potential of diverse teams to focus on top performance and achieve exceptional results for GEA and our customers.
- Being a **People activator** means empowering people by creating a great and inclusive place to work. That includes providing equal opportunities and working conditions to your team members.

6.2. Communication

To raise awareness and promote the understanding of Diversity & Inclusion and active involvement, different ways of communication need to be utilized. In addition, to leverage the synergies between employees throughout the organization and with external stakeholders, diverse teams rely on differentiated forms of communication. Inclusive communication includes recognizing and responding to the needs of people who access, understand, and relate to communications in different ways.

6.3. Policy infrastructure

To provide and maintain appropriate systems, tools, and procedures that support the achievement of our diversity objectives, policies play an essential part. They set framework conditions for handling Diversity & Inclusion topics and ensure a harmonious understanding, consistent application, and integration of Diversity & Inclusion throughout the organization. To build up a wide network of policies to penetrate the organization, interactions between this policy and other policies should be considered. On the one hand, other already existing policies influence this policy. On the other hand, this policy and its set definitions and principles are intended to influence other new global and local policies. Thus, for example, the global placement policy includes mandatory diversity requirements for the short-list candidates, and the Global Codes of Conduct include specifications on equal opportunities.

6.4. Reporting and Governance

To continuously identify improvement potential and development needs, monitoring Diversity & Inclusion is essential for sustainable leveraging of Diversity & Inclusion. We measure and regularly report on our ambitions, performance, and progress. Thereby, we optimize our performance and impact by reviewing our systems, processes, and measures and implementing corrective actions when necessary.

7. Diversity & Inclusion in HR – Application of ISO 30415:2021

The standard ISO 30415:2021 presents fundamental prerequisites for Diversity & Inclusion, associated accountabilities, responsibilities, recommended actions, suggested measures, potential outcomes in the human resource management life cycle, delivery of products and services, supply chain relationships, and relationships with external stakeholders.

GEA fully recognizes the global standard “Human resource management — Diversity and inclusion” (ISO 30415) and aligns all its actions with the principles and core guiding principles set out in the standard.

8. Organizational support structure and responsibilities

To achieve medium and long-term goals related to Diversity & Inclusion, GEA places the respective management under the administration of diversity management under the responsibility of human resources. The execution remains with the local organizations.

Each of our organizational units, with all their entities, is responsible for setting up diversity objectives and developing and implementing sustainable programs to achieve them. ISO 30415 guides this process by outlining the practical implementation in the human resource management life cycle, delivery of products and services, supply chain relationships, and relationships with external stakeholders to ensure equity, fairness, and equality. It encourages organizations to use a continual improvement plan, do, check and review approach.

Every member of the organization has a role in fostering Diversity & Inclusion based on this policy & guideline. Individual initiatives related to specific diversity criteria or a combination of different criteria can be initiated on all levels: corporate, divisional, or local. Respective managers can be called upon to assist in the design and implementation of the measures. In addition, corporate and/or any headquarter may launch across-the-broad measures to drive Diversity & Inclusion on a larger scale centrally.

Date	Review and Revision