

Gerresheimer Global Policy Diversity & Inclusion

Global Human Resources



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1. Purpose

This Global policy is made to fully support Gerresheimer's Vision and Mission and our formula G strategy. Our Tribe values as "Integrity, Teamwork and Responsibility are real commitments that people make the difference". It emphasizes that "We treat others the same way we want to be treated - we foster an open, honest, and respectful working environment" and "We attract talented people from diverse backgrounds - we foster an inclusive environment and recognize different views as a key enabler."

The aim of this policy is to ensure that within Gerresheimer.

- Diversity is fostered
- Inclusion is lived.

To emphasize this, Gerresheimer's code of conduct clearly states that Gerresheimer is firmly committed to equal employment opportunities, and to compliance with all applicable laws that particularly prohibit employment discrimination based on aspects such as age, race, color, sex, sexual orientation, gender identity or expression, national origin, religion, or disability.

Employees are Gerresheimer's most important assets. It is therefore crucial for Gerresheimer's economic success to attract, retain and motivate employees from the full spectrum of available talent in the talent markets in which Gerresheimer operates. The question whether Gerresheimer

achieves sustainable business success through its people not only depends on which people Gerresheimer is able to attract, but also whether these people are able to perform at their best. This is where Diversity and Inclusion become important:

- This policy is to ensure that the upside potential of a diverse workforce is realized, using the numerous different ideas of diverse employees to adequately react to a continuously faster changing environment – by turning new challenges into new business opportunities and into innovation.
- At the same time, the policy helps to ensure that all employees can perform at their full potential by being themselves and feeling valued and appreciated as unique human beings as well as for their different skills.

This policy, supported by region-specific efforts, ensures to advance D&I to fully explore its competitive advantages.

2. Scope

This policy covers principles related to fostering diversity and ensuring inclusion for all employees of Gerresheimer.



3. Key Principles

3.1. Gerresheimer attracts, develops and retains talent from the full scope of all labor markets

To enrich and leverage the Company's capability set, Gerresheimer attracts talent from all parts of the globe regardless of their age, race, color, sex, sexual orientation, gender identity or expression, national origin, religion, or disability. By recognizing, valuing, and leveraging all their potentials, Gerresheimer profits from five benefits: (1) Better access to new markets, (2) long-term engagement of its people, (3) becoming the employer of choice, (4) managing risks by staying legally compliant and therefore (5) becoming more resilient and more adaptable to change.

3.2. Gerresheimer leverages diversity of thought

Gerresheimer fosters, values, and makes use of diversity of thought among its employees. The overall aim is to attain and sustain excellence in:

- delivering results and focusing on solutions
- anticipating and meeting market needs
- generating innovation.

3.3. Gerresheimer leads with the power of inclusion

Gerresheimer further strengthens its orientation towards people and trust. Gerresheimer's leaders are role models for applying the Gerresheimer strategy in daily corporate life. An inclusive leadership style is key to success in a diverse environment. It is well proven that diverse teams which are led poorly or in a non-inclusive way are weaker than non-diverse teams, while inclusively managed diverse teams outperform both. Therefore, Gerresheimer cultivates a working environment that is based on mutual trust, respect, and the dedication to top performance.

3.4. Gerresheimer is committed to gender balance

In Gerresheimer, the global proportion of women in leadership positions should reflect the proportion of women in the global company workforce. Gerresheimer continuously is working on increasing the percentage of women in leadership positions.



4. Roles and Responsibility

The Community of Practice "Diversity & Inclusion" consists of representatives of global and regional D&I experts as well as selected Global HR Business Partners. This community is responsible for the further development of this global governance document as well as for defining respective Requirements.

Global HR leads the Community of practice and is the owner of all D&I related global governance documents.

5. Disclaimer

Nothing in this document should be interpreted or applied in a manner that violates applicable national law. If national law prohibits adherence to this document (thus resulting in a conflict of law), national law will apply. In such conflict of law cases, Gerresheimer should seek ways to implement alternative measures that reflect the purpose of this document while respecting national law and practice. This also applies, if mandatory union agreements prohibit adherence to this document.

This document does not create any contractual rights (express or implied) and/or any individual rights. Any employment related decision remains with the local disciplinary manager.

The Company reserves the right at any time to change, modify, or delete this document in its sole discretion without any further notice.

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