



Diversity and Inclusion Policy

Danish Crown A/S



Vision:

In Danish Crown we want to mirror our customers and consumers' diversity, thus enabling us to understand and embrace their values and trends. This means that we actively work to retain and grow a culture that embraces diversity and inclusion.

We recognise that employees with multiple backgrounds bring a diverse perspective and different experience and thereby form the best foundation for creating a sustainable future for food together.

The Danish Crown Group Diversity and Inclusion policy is anchored in our Leadership Principles and our Code of Conduct where we clearly state that we are one team, that we strive for sustainable solutions and that we respect human and labour rights.

As a large employer (in the world) with operations globally, the Danish Crown Group is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Danish Crown embraces and encourages diversity in its broadest terms, including and not limited to age, gender, sexual orientation, ethnicity, nationality, culture, religion, physical ability, education and skills.

Danish Crown recognises its diverse workforce as a key competitive advantage. Diversity and inclusion ensure that we are in alignment with our customers and consumers requests, and make us more creative, productive and even more attractive as a workplace/employer.

All our employees have a responsibility to treat others with dignity, fairness and respectful and honest, and Danish Crown tolerates no form of discrimination. All employees are entitled to a fair and equal treatment.

As Danish Crown continue to grow globally, we want our leadership to reflect this. We believe that diversity in leadership supports sustainable solutions and it also show that there are possibilities for all.

Diversity and Inclusion initiatives:

To support this policy Danish Crown aims at integrating Diversity and Inclusion in our core people processes where relevant and possible.

Goal for diversity in Management:

Executive Management Team:

In our Executive Management one third must be diverse in terms of gender.

Top 50:

In our Top 50 management team we must double the underrepresented gender before 2025 and double that again before 2030.

BU Management Teams:



In the BU Management Teams at least one member in each management team be diverse in terms of nationality before 2025.

Employer branding:

Danish Crown will make a diverse and inclusive employer value proposition and use this as part of our employer branding to further accelerate our already very inclusive culture.

Recruitment:

Diversity and inclusion are already fully integrated in our recruitment processes. For all leadership positions there must be diversity in top three (final candidates). Hiring managers are bound to take diversity into account when selecting candidates for interviews.

Goal for global graduate program:

For our graduate programme the split must be 50/50 male/female and minimum 50/50 Danes vs international profiles, preferable more international candidates by next take in in 2020.

For our hourly paid employees, we want to take an extra responsibility offering people on the edge of the labour market permanent jobs. We already do this in parts of our organisation by integrating refugees and different nationalities as well as people with long term unemployment and veterans. Going forward we would like to do this across the group where possible.

Goal for apprentices:

For our apprentices the gender split must be 35/65 by 2023 and 40/60 by 2026 and we aim for 50/50 in 2030.

We are also aware of the wording in our job adds ensuring that we attract diversity (and don't exclude others).

Compensation

We reward and promote based on merit and achievements by objectively assessing the performance, experience and qualifications of the person, against the requirements of the position, thereby creating an equal opportunity compensation policy.

Globalisation

We will further accelerate initiatives that supports a global workforce strengthening the foundation for rotating internal global candidates and attracting and hiring new ones. We want to actively flow more managers and employees across the company. Improving the awareness of global opportunities, by creating a transparent internal job market, is one of the ways we want to encourage this flow.

We will further strengthen our English skills across the group to accelerate best practice sharing and creating the foundation for more international employees.