

Diversity, Equity and Inclusion

Huhtamaki Group Guiding Principles

Our Purpose

We believe in protecting food, people and the planet. Our people are at the very heart of our company, our most valuable asset, and the key to our success. We believe diverse teams fuel innovation, creativity, customer satisfaction, growth, and help us make a difference where it matters. That is why we embed diversity and inclusion into all facets of our business. By ensuring transparency and promoting equal access and opportunity for every employee, we help our talent fulfil their potential.

In line with our commitment to the ten principles of the UN Global Compact, Huhtamaki is committed to building on our long history of employing a diverse workforce by continuously fostering and cultivating an environment of inclusion and belonging for our employees, the communities we operate in, the customers we serve, and the suppliers we do business with.

We value and embrace all our employees' differences whether they are due to race, color, religion, gender, identity, sexual orientation, national origin, age, disability, veteran, marital or domestic partner status, citizenship, family relationship and other characteristics that make our employees unique. The collective sum of these individual differences, experience, knowledge, unique capabilities and talent of our employees enables us to successfully serve our diverse customers around the world and provide for a positive employee experience across all of our sites. This makes us an attractive financial investment, a trusted innovative partner, and an employer of choice across the world.

Our Focus

Through our Group Diversity, Equity & Inclusion Guiding Principles, we aim to safeguard the well-being and treatment of our employees and contractors to:

- Develop a workforce that reflects the diversity of the places we do business in and the communities we serve and operate in around the world.
- Ensure equal training, development, and progression opportunities for all our employees.
- Continuously review all our employment practices and procedures to ensure fairness and equitable treatment.
- Create a work environment in which individual differences and the contributions of all our employees are recognized and valued.
- Foster an environment of inclusion and belonging which provides psychological safety, transparency, and where every employee is encouraged to bring their whole self to work.

Huhtamaki

- Draw on the diverse talents of our employees to provide the best possible service and solutions to our customers.
- Promote dignity and respect to all, and tolerate no form of intimidation, bullying, discrimination, or harassment.

Our Principles

Our values of CARE DARE DELIVER and our Code of Conduct guide us in everything we do to make a difference where it matters, helping us to protect food, people, and the planet every day.

All employees of Huhtamaki are responsible for upholding our values and treating others with respect. In addition, all employees are expected to exhibit conduct which is inclusive. Inviting and accepting everyone for who they are is key to providing psychological safety, a sense of belonging, and ultimately a thriving enterprise and society.

As a responsible industry leader, we believe in working with suppliers and contractors that share the same values we have and adhere to our DE&I Guiding Principles.