

Since its foundation in 1933, the Lactalis Group strives to reflect and embrace diversity and to comply with local regulations in all countries in which it operates.



DIVERSITY EQUITY INCLUSION POLICY

Our employee's diversity of profiles and skills are vital to our success and our growth and have proven to be an asset in helping our Group transition to more sustainable production models. Our Diversity, Equity and Inclusion Policy aims to formally set out our commitments and to establish the principles and measures that will enable us to offer our employees an inclusive and equitable working environment. This policy is applicable to all our subsidiaries (plants, warehouses and head offices) and to all our employees, regardless of their status. The online reporting platform Lact@lert is accessible to all to report any failures to comply with the policy.



At Lactalis, diversity is embodied by the variety of profiles present among our employees, which mirrors the variety present in society as a whole. We seek to recognize and promote talents for their distinctive skills, inclusive of various gender, disabilities, age, family situation, social or cultural background, religion, sexual orientation, political convictions or trade union membership. Equity involves creating and promoting an environment that seeks fair treatment for all individuals by identifying, addressing and adjusting the advantages and barriers to opportunity. Inclusion is the conscious effort of making employees feel valued, respected and supported for their distinctive skills, experiences and perspectives. We strive to create an inclusive working environment that gives employees a strong sense of belonging to the company.

Through our three core values, the Lactalis Group strives to respect and value all cultures and all employee profiles:

Engagement

We are committed to equity in the workplace and to non-discrimination, respecting and recognizing all identities and cultures. This commitment is pursued in all our entities and with all of our stakeholders.

Ambition

Our ambition is to promote diversity in our workforce, both as a reflection of the diversity in our customer base, and as a source of innovation and performance.

With Simplicity

By respecting local cultures and differences, we foster an inclusive environment and strive to promote wellbeing at work, so that every individual feels engaged and can thrive.

THE 2 PILLARS OF OUR POLICY

GENDER EQUALITY



No more than 60% of one gender by 2033 in leadership positions

INCLUSION



Train 100% of our employees in Diversity, Equity and Inclusion.



Implement action plans on the 4 dimensions:

- Culture & Origins,
- Disability,
- Intergenerational,
- Identities.

OUR 8 COMMITMENTS

1

Continue to integrate, develop and promote diverse talents;

2

Ensure equity in human resources policies, particularly in recruitment, retention, promotion, pay, and access to training;

3

Promote inclusive leadership and behaviors by training our senior management teams and middle managers and raising awareness among our employees;

4

Increase diversity within our senior leadership teams and at every level of the company;

5

Measure perceptions of diversity, equity and inclusion in our engagement surveys;

6

Build a network of Group DE&I ambassadors to drive the process and coordinate the continuous improvement of our practices;

7

Assess our progress through indicators presented regularly to the Group's Executive Committee;

8

Communicate this policy to our stakeholders.



These 2 pillars and 8 commitments constitute the foundation of our Group Diversity, Equity and Inclusion Policy. They are implemented through priority action plans at Group level. Our subsidiaries also pursue their own initiatives, tailored to the environment and regulations of their countries.

Through this Diversity, Equity and Inclusion Policy, we reiterate the profound importance we attach to the wellbeing of our employees. We are fully committed to supporting Diversity, Equity and Inclusion through a continuous improvement approach. The Lactalis Group will ensure that this policy is adhered to by all of its employees.

Let's make Lactalis a place where every talent matters, where equity is a reality, and where inclusion is a lever to be *Better Together*.



DIVERSITY
EQUITY
INCLUSION
POLICY



Thierry CLÉMENT
Lactalis Group
Chief Operating Officer