



# Inclusion & diversity policy

**Vion is committed to a workplace environment that promotes diversity and inclusion and creates an open and inclusive culture where everyone feels valued and respected. We believe that embracing equality and diversity in the workplace benefits not just the organisation but also the individual employee, (cooperation in) teams and in the end our consumer. Inclusion, including correct ethical behaviour, sincerity, trustworthiness and integrity are guiding principles within Vion.**

## Our culture

Along with our strategy 'Food that Matters', our people strategy has been strengthened to ensure a clear Way of Working the whole company. Our Way of Working is defined by our core values 'Sharp, Connected & Brave' which, step by step, became part of our companywide DNA. We raise expectations, while at the same time facilitating and stimulating the employee journey. Our workforce in the Netherlands, Germany, Belgium and other international locations is made up of over 60 different nationalities. We value, enjoy and respect different backgrounds and cultures and we are committed to take whatever action necessary to ensure a pleasant and secure working environment.

Examples of how we support and embed inclusion and diversity in our culture are, amongst others, our Vion safety policy, our VOS (Vion operational excellence program), our Good Business Practice Guide (translated in 12 languages), visual machine instructions, a broad range of language courses and our HR processes for recruitment, onboarding, talent management, succession planning, training and development. Furthermore, we have introduced 'Field coaches' in all our locations, as an extension to our local management and HR teams, to support our eastern European colleagues with respect to improved communication and social integration.

Our people really make the difference by bringing their own background, work style, knowledge, skills, experience and characteristics to their work. We recognise that our talented and diverse workforce reflects the diversity of our end customers and markets and we want to utilise the widest range of skills, knowledge and experience in our business.

Vion aims to be an employer who creates an inclusive environment in which all employees can develop and reach their full potential, regardless of differences, experience or education. Vion respects and supports diversity of characteristics, including but not limited to sexual orientation, age, gender, ethnicity, origin, physical ability, civil status, personality, thinking style and religious beliefs. This wide range of perspectives and diversity underpins good sustainable employership, innovation, creativity and competitiveness.

We strive to build a culture of inclusion by increasing (self)awareness, education and by stimulating an ongoing dialogue with employees at all levels.

## Good Business Practice

We will also ensure that our policies and practices reflect our goal to creating an inclusive place to work, including the commitment to treating people fairly, promoting an integrated way of working and respecting the dignity of employees at all times. This Inclusion and Diversity Policy should be seen in conjunction with our Good Business Practice where our company code, the Code of Conduct, is part of. Everyone at Vion is responsible for ensuring that they comply with our Good Business Practice and do behave according to the guiding principles on integrity and ethics. This Inclusion and Diversity Policy, as well as the Good Business Practice, are available on our companywide intranet called 'Vionline'.

We believe it is important that employees feel free to report misbehaviour. Complaints in relation to diversity and inclusion will be treated seriously and will be dealt with in a confidential, efficient manner in so far as reasonably possible. We will ensure that employees who make complaints in good faith will not experience repercussions for doing so.

Complaints made in bad faith (for example deliberately reporting a false claim or statement), will be treated as unethical behaviour and may be dealt with disciplinary.

Employees who notice or experience unethical behaviour are encouraged to raise this via our Speak Up Policy, through the following channels:

- Direct Manager
- HRM representatives
- Ethics Speak Up Line



## Our commitment

We practice that we value diversity by providing equality of opportunity and ensuring that no job applicant, employee, client or business relation is discriminated against by receiving a different treatment due to their background or personal characteristics.

We select people for roles in light of their qualifications, skills and experience. Any distinctions should be determined on an objective basis and should take account of individual capabilities, not perception of the capabilities of particular types of people or groups. We continuously assess and adjust our practices, offering appropriate levels of support and resources to achieve a fair outcome of these involved.

We strive to ensure that all internal communications reflect the diversity of our employees in the language and images we use. In the same way, we strive to ensure that our external communications also reflect the diversity of our customers, business partners and other stakeholders.

Vion acts in accordance with Human Rights legislation and will make all reasonable efforts to ensure that no one working for Vion is subject to modern slavery or human trafficking. We are similarly committed to equal and fair payment for equal work.

The Management Board is owner of the Vion inclusion & diversity policy.

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## Addendum: diversity policy for the Supervisory Board, Management Board and the Executive Committee of Vion Holding N.V.

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**The Supervisory Board recognises the importance of diversity within the Supervisory Board, the Management Board and the Executive Committee of Vion Holding N.V. (the 'Company') and believes that the Company's business benefits from a wide range of skills and a variety of different backgrounds at Board level. A diverse composition contributes to a well-balanced decision making process and proper functioning of the Boards. The Supervisory Board furthermore recognises that diversity should not be limited to the Boards as mentioned, but should extend to all management layers within the Vion Food Group.**

### Policy Statement

In line with the Dutch Corporate Governance Code, the Supervisory Board has adopted this Diversity Policy for the composition of the Supervisory Board, the Management Board and the Executive Committee of the Company.

The criteria in this Diversity Policy aim to ensure that the Supervisory Board, the Management Board and the Executive Committee have a sufficient diversity of views and the expertise needed for a good understanding of current affairs and longer term risks and opportunities related to the Company's business. The nature and complexity of the Company's business is taken into account when assessing optimal board diversity, as well as the social and environmental context in which the Company operates

The selection of candidates for appointment to the Supervisory Board, the Management Board or the Executive Committee will be based on merit. It is also noted that the Executive Committee comprises of the members of the Management Board and selected Chief Operating Officers of specific product categories and the Chief Human Resource Officer. With due regard to the above, Vion shall seek to fill vacancies by considering candidates that bring a diversity of (amongst others):

- (a) age;
- (b) gender;
- (c) nationality; and
- (d) educational and professional backgrounds and experience, in particular in food and retail, ESG (Environmental, Social and

Governance) matters, as well as functional areas such as commercial, R&D, operations, HR and finance.

The Supervisory Board's composition furthermore follows the profile as included in the Rules of Procedure of the Supervisory Board.

### Diversity Objectives

The following specific diversity objectives have been identified to ensure the diversity within the Supervisory Board:

- When the Supervisory Board consists of less than six members: maintaining gender diversity such that at least one member of the Supervisory Board is female.
- When the Supervisory Board consists of six or more members: increasing gender diversity such that at least two members of the Supervisory Board are female.
- Maintaining the geographical diversity such that at least one member of the Supervisory Board has (had) relevant experience and/or exposure in our main home markets outside the Netherlands, such as Germany and/or Belgium.

The following specific diversity objectives have been identified to strengthen the diversity within the Management Board and the Executive Committee:

- When the Management Board consists of at least two members: maintaining gender diversity such that at least one member of the Management Board is female and one member of the Management Board is male.
- When the Executive Committee consists of less than seven members: maintaining gender diversity such that at least one member of the Executive Committee is female.
- When the Executive Committee consists of seven or more members: increasing gender diversity such that at least two members of the Executive Committee are female.
- Maintaining the geographical diversity such that at least two members of the Executive Committee have (had) relevant experience and/or exposure in our main home markets outside the Netherlands, such as Germany and/or Belgium.

The diversity aspects referred to above shall be considered and be taken into account for recruitment, talent development, appointment to key roles, succession planning, and training and development.



## Review and updates

The Remuneration, Selection and Appointment Committee of the Supervisory Board will periodically (at least once a year) review this Diversity Policy for the Supervisory Board, Management Board and the Executive Committee and the implementation thereof. The Remuneration, Selection and Appointment Committee will inform the Supervisory Board accordingly and will make recommendations for consideration and approval when necessary. The Supervisory Board is authorised to amend and revoke this Diversity Policy for the Supervisory Board, Management Board and the Executive Committee at its sole discretion.

The Management Board, together with the CHRO, will discuss the implementation progress and draw up internal diversity targets (streefcijfers) as well as a plan how to achieve these targets in accordance with article 2:166 Dutch Civil Code.

7 December 2022