

Our Policies

DEI Policy

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Zentiva (the Company) is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion (DEI).

We value and celebrate the unique contributions of all our employees, fostering a culture of trust and collaboration, where individuals are encouraged to act with courage, to bring their authentic selves, and take accountability for creating an inclusive workplace, recognizing that our collective differences strengthen our innovation, enhance our decision-making, and drive our business success.

We strive to create an environment where every employee:

- Feels valued, respected, and empowered in an environment of trust and psychological safety
- Can bring their authentic self to work
- Has equal access to opportunities, resources and trainings
- Experiences a sense of belonging and community
- Can speak up with courage and trust that their voice will be heard and respected

Diversity, Equity and Inclusion

Diversity is the range of human differences, including but not limited to:

- Race, ethnicity, and cultural background
- Gender identity and expression
- Sexual orientation
- Age and generation
- Socioeconomic status
- Physical, cognitive and mental abilities and cognitive styles
- Religious and spiritual beliefs
- Political perspectives
- Educational background
- Nationality and immigration status
- Work experiences and styles
- Family, partnership and marital status and caregiving responsibilities

Zentiva is committed to:

- Building teams that reflect the diversity of the communities we serve
- Encouraging collaboration across diverse perspectives to strengthen innovation and decision-making
- Ensuring diverse representation at all levels of the organization
- Fostering an appreciation for diverse perspectives and experiences
- Providing diverse interview panels, where feasible, to support fair and inclusive hiring decisions

Equity means fair treatment, access, opportunity, and advancement for all, while identifying and eliminating barriers that prevent full participation.

Zentiva is committed to:

- Implementing fair and transparent processes for hiring, promotion, and compensation
- Ensuring all our workforce is compensated above Living wage
- Providing reasonable accommodations for employees with disabilities
- Regularly reviewing policies and practices to identify and address inequities, and holding ourselves accountable for measurable progress
- Conducting annual pay equity analyses and addressing discrepancies
- Ensuring equitable access to professional development, career advancement and training
- Monitoring and addressing systemic barriers beyond individual policies
- Implement corrective actions as required

Inclusion means to create, promote and sustain environments in which any individual or group is welcomed, respected, supported and valued.

We commit to:

- Fostering a corporate culture of trust and collaboration, where all voices are heard and respected
- Creating decision-making processes that incorporate diverse perspectives
- Implementing inclusive communication practices
- Providing training on inclusive behaviors and unconscious bias
- Establishing zero tolerance for discriminatory behavior or harassment
- Promoting work-life integration that respects diverse needs and circumstances
- Building a corporate culture where employees can authentically express their identities
- Inclusive learning practices
- Train our workforce and people managers on inclusion
- Implement corrective actions as required

Expectations from employees

All Employees must treat colleagues with respect and dignity and contribute positively to a culture of belonging. Employees are expected to participate in DEI training and initiatives, speak up with courage against non-inclusive behaviors, and to contribute to a culture of trust and collaboration through constructive feedback on DEI practices and workplace experiences. Every individual plays a role in building an environment where diversity is celebrated and inclusion is the shared responsibility of all.

People leaders in addition to the above are expected to create and maintain inclusive team environments where all employees feel valued and supported. They must apply policies and practices equitably, address non-inclusive behaviors promptly, and ensure fair access to professional development opportunities. They are expected to participate in DEI training and encourage their teams to engage in available learning and development activities.

People leaders are expected to model inclusive behaviors and hold themselves accountable for fostering a culture of equity and belonging. Expectations related to role modelling, advocacy, and accountability increase with the scope, visibility, and organizational impact of the People leader's role.

People leaders are responsible for integrating DEI principles into everyday people management practices and decisionmaking, ensuring inclusion is embedded in how work is led and delivered. They are expected to create environments where team members feel safe to speak openly, challenge ideas with courage, and collaborate effectively.

Zentiva is committed to maintaining a workplace free from discrimination, harassment, retaliation and any other violations of this Policy. All Employees are encouraged to report concerns in good faith, and all such reports will be handled in accordance with the Corporate Policy on Reporting of Concerns

Zentiva operates two formal reporting channels for raising concerns:

- Speak Up, our general confidential reporting mechanism; and
- Whistleblowing, established in line with the EU Whistleblowing Directive and applicable local laws, using dedicated internal channels created by each Affiliate

In addition to these formal channels, employees may also raise concerns through standard internal options, such as:

- Their direct manager or another superior
- People & Organization Business Partner
- The local Ethical Compliance Officer or HQ Head of Ethical Compliance

All reports are treated confidentially to the extent possible, assessed and, where appropriate, investigated under the procedures set in the Corporate Policy on Reporting of Concerns.

Zentiva strictly prohibits any form of retaliation against individuals who report concerns in good faith. While this policy establishes our corporate standards for DEI, we recognize that legal requirements vary across jurisdictions. Zentiva will comply with all applicable local laws and regulations in every country where we operate. Where this Policy sets higher internal standards than those required by local law, Zentiva will apply those enhanced standards to the extent legally permissible.

If any provision of this Policy conflicts with local legal requirements, the local law shall prevail.

Affiliates are responsible for ensuring that their local SOPs reflect national legal requirements and must consult the Legal function and People & Organization where alignment or conflict questions arise.