

*Our Policies*

# **Diversity, Equity, Inclusion & Belonging**

September 2023

ESG

**ZENTIVA**

## Our Vision on Diversity, Equity, Inclusion and Belonging

At Zentiva, we are us.

Every one of us brings to bear our unique talents focused on one common mission – to ensure open access to high-quality affordable medicines for the people who depend on them every day. Who we are, what we know and how we act is what makes us stand apart – with complementary ways of working built on strong foundations. Because we believe that healthcare should be a right and not a privilege, we support everyone and include everyone at same time. Being inclusive is already in our heads, in our hearts and in our hands!

Zentiva, this is us.

## Diversity & Inclusion

At Zentiva, we are on an exciting growth journey. We believe we stand apart, because of our team. Almost 5.000 people with countless talents are belonging to each other and sharing one common purpose – to ensure access to affordable medicines to millions of people who depend on them every day!

Companies are successful when they are open to new ideas and new people. As do economies and our whole planet. That is why we believe, that the most successful businesses are the most diverse. By coming together and sharing our perspectives, we grow as an organization and as individuals.

We are not just talking about Diversity, Equity & Inclusion, we have embedded it in our culture - it is in our heads, in our hearts and in our hands! With our SuperpowerZ we bring them to life, every day and in everything we do! We want Zentiva to be a great place to work, where everyone feels welcomed and appreciated, and can be their true selves contributing to the best of their ability.

We acknowledge that everyone has different needs, experiences and opportunities. We are proud of the incredible commitment and dedication of the Zentiva team and believe that our diversity is a source of great energy and strength.

## Equity & Belonging

Zentiva team members are fairly and equitably treated, always with dignity and respect. We do not accept any form of harassment discrimination, retaliation, intimidation, humiliation, bullying, unfair treatment or inappropriate behavior. We make sure to educate and inform all the Zentiva team members to ensure we live up to our commitments and have policies in place to address any failures that may occur.

## Why it matters

We want Zentiva to be a role model as a company in terms of Diversity, Equity, Inclusion and Belonging.

This will help us to:

- Enjoy what we do
- Attract and retain the best talent
- Be successful, leveraging on our team as an engine for the growth of Zentiva, our partners and wider communities on our planet

## Our 6 pillars on Diversity, Equity, Inclusion and Belong

**Life Experience:** At Zentiva, people across four generations work side by side with the same passion to deliver on our commitment. We welcome the fresh perspective of young people and, at the same time, build our success with the support of those with great life experience.

**Ability:** At Zentiva, people bring together their differences in cognitive, social-emotional and physical abilities to work side by side with the same passion to deliver on our commitment. We believe that sharing our everyday experiences can make life-changing differences.

**Cross cultural living:** At Zentiva, people from more than 50 nationalities and with different ethnical background work side by side with the same passion to deliver on our commitment. Irrespective of geographic boundaries and cultural differences, we learn from each other and build our success by sharing the best of all worlds.

**Open to beliefs:** At Zentiva, people with different religious or philosophical beliefs work side by side with the same passion to deliver on our commitment. We try to understand each other and learn how beliefs affect life choices or the way people live their lives.

**Gender me:** At Zentiva, no matter which gender or sexual orientation our people work side by side with the same passion to deliver on our commitment. We focus on gender diverse teams because we know this brings our SuperpowerZ to life.

**From everywhere:** At Zentiva, people with various educational experiences and from different industries work side by side with the same passion to deliver on our commitment. We trust in our scientists; in our commercial and industrial contributors and in our experts in support.

All employees undergo a Diversity, Equity, Inclusion and Belonging-Training. This training encompasses raising awareness in general and onboarding people on Zentiva's understanding and principles.

Our commitment to diversity is led by our diversity champions who come from all over Zentiva, from top management to the shop floor. Every quarter we present Diversity statistics and news to the Executive Team and the Board, to make sure that our diversity policy is articulated in the day to day operations and the strategic direction of the company. An overview of our Strategy and achievements, that are measured by defined KPIs, including a Gender Pay Gap analysis is published on an annual base in our Sustainability Report.

We are proud of the progress we have made so far and we are motivated by a strong sense of what is still to come. We are committed to taking actions to make sustainable progress as we care for our people, for our partners and for our planet.



Ines Windisch

Head of HR, Communications & Sustainability