



Diversity, Equity and Inclusion

2022 Manifesto



It's about all of us...

DE&I is about every one of us, we are all unique!

We all just want to feel valued and respected for who we are and for our differences and uniqueness to be respected and embraced as strengths.

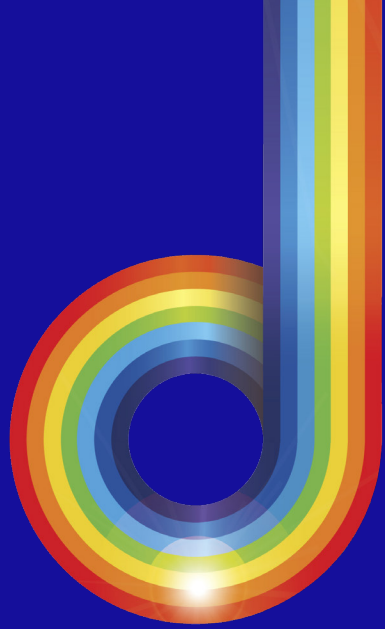
DE&I

When we talk about DE&I some of the following thoughts might pop into your minds:

- We don't have a diversity issue here
- I already know enough about it
- I'm not part of any of these groups
- I don't have much knowledge and I don't feel like I'm ready to join the discussion
- Why is this relevant to me and our company?

EVERYONE MATTERS

It's about you.
It's about me.
It's about everyone.



What is DE&I and why does it matter?

Diversity

What is it?

Traits, characteristics, cultures and experiences that differentiate or make us alike.

What does success look like?

Diverse representation from front lines to leadership teams.

What value does this create?

Diversity ensures we bring a multitude of perspectives, experiences and knowledge to ensure effective decision making.

Equity

What is it?

Fairness - providing support to help all team members thrive and access opportunities.

What does success look like?

Policies and practices that provide equal access to opportunities for advancement and equitable outcomes.

What value does this create?

Increases employee productivity driven by confidence in meritocracy; being that everyone has the right to express their opinions and are encouraged to share them openly and often.

Inclusion

What is it?

Consistent welcoming and accepting behaviours to create a culture of inclusion.

What does success look like?

Employees are fully participating and actively listened to and respected, while bringing their authentic self to work.

What value does this create?

Promotes employee engagement and contribution through a sense of being valued.

Our focus areas...

DE&I is not just about...
Sexual Orientation.
Gender. Age. Ethnicity.
Background. Disability.
Culture. Mental Health.
It's so much more.





Our focus areas explained

Inclusive Partnerships

Partnerships

Ongoing profiling to position Diversey's DE&I activities in the market including customer partnerships.

Leadership Engagement

Leadership Engagement

Ongoing commitment of our leaders to fully bring the values of DE&I into their teams, business and customers.

Learning & Awareness

Learning & Awareness

Increase team awareness with training. Building awareness of biases and how to formulate strategies to overcome. Improve communication across our global business.

Inclusive HR Policies

Inclusive HR Policies

Ongoing review of policies to ensure they are inclusive. Support launching new policies as a key enabler to drive inclusion.

Build an Inclusive Culture

Build an Inclusive Culture

Building employee resource groups to provide necessary "safe spaces" for employees to connect and discuss challenges and find solutions. Including areas such as:

- Gender equity
- People with disabilities
- Supporting our LGBTQIA+ community
- Ethnic and racial diversity in the workplace
- Prioritizing mental health and wellness
- Taking action against racism



It's a journey.

Diversity is having a seat at the table, inclusion is having your voice heard.

**Together
we learn
and grow**



Team members complete ‘Unconscious bias training’

Diversey started to roll out this training globally and our aim is to have it completed by our top 150 leaders by the end of 2022.

Inclusive partnerships

Since 2017, Diversey has partnered with the LEAD Network, an organization whose primary focus is the promotion of gender equality through networking, mentorship programs and sharing best practices. Diversey is proud to have signed the LEAD pledge, which is a public commitment to our investment in diversity and making it happen.

Inclusive HR & well being policies and talent acquisition practices

HR policies are being adapted to create a more inclusive culture as well as welcoming more diverse talents. For example implementation of global recruitment practices and our global parental leave policy.

Leadership engagement

Human dignity and inclusiveness are central to Diversey’s strategic goals. Companies that are highly engaged have one thing in common: they have highly engaged leadership at all levels of the organisation. That’s why the engagement of our executive team was the starting point in our journey towards inclusiveness.

Building employee resource groups

Diversey has created multiple employee resource groups, e.g. Black Professional Network, LGBTQ+ and People Helping Empower Women in NAM. Our aim is to further increase employee resource groups in all regions.

DE&I metrics

As part as our ESG Strategy*, we have a goal to increase diverse representation in our workforce, starting with achieving gender diversity in our leadership population of 40% globally. We also have the goal to increase ethnic diversity of 25% in the U.S. by 2030.

We have also started to measure inclusion as part of our employee engagement survey. In April 2022 our Inclusion Index was 4.11 which is the average response on a 5-point scale. With this we rank 46% in the comparison database, and our aim is to move to the third quartile by 2023.

*Diversey Sustainability Report 2020. Link: https://i.diversey.com/sites/default/files/86730-lit-sustainability_report_2020-a4-master-hrnc_0.pdf



YOU MATTER TO US!

Have a question for our DE&I team
or a story to share?

Click to email your local DE&I team



[diversey.com](https://www.diversey.com)