

# RECONOMY GROUP DIVERSITY & INCLUSION POLICY

This statement sets out Reconomy Group's strategic commitment to diversity, inclusion and fairness

Reconomy Group is an innovative, tech-led provider of circular economy-focused services, with the purpose of creating a truly sustainable world by conserving finite resources. Supporting businesses around the world to improve their Environment, Social and Governance (ESG) outcomes, Reconomy Group delivers services through three main verticals – Recycle, Comply and Re-use.

At Reconomy, our people are the core of our business. Diversity and Inclusion is fundamental to us, to create a workplace that people want to be a part of and to maintain a commercially successful business. This is reflected in our values. We recognise the importance of people being their true self at work and are therefore, committed to promoting a workplace that is inclusive for all and enables our colleagues to succeed.

In our global organisation, the way our commitment is brought to life may vary country by country in line with local legislation and cultural values; however, the core intent applies across Reconomy, and to all colleagues who work for our organisation. We also expect our suppliers and partners to share our values relating to inclusion, and to contribute to our progress on this agenda.

This statement outlines our commitments and what we expect of employees to support us in achieving our business goals.

## Our Commitments

At Reconomy, we value everyone equally and want to make sure that every colleague is treated with dignity and respect. We will continue to operate in a way that aligns with our values of respect and integrity. To achieve this, we will;

1. Promote equal opportunities for all
2. Create a workforce that represents our society
3. Prevent all forms of discrimination
4. Have zero-tolerance to bullying or harassment
5. Create a culture which values and encourages individuality

## Our Expectations

We recognise to deliver against our commitments, we must create an environment where people feel their individuality is respected and valued. This therefore requires all colleagues to behave in a manner that aligns with our commitments. We expect all of our employees to;

1. Callout and report inappropriate behaviour
2. Respect and embrace different cultures and customs
3. Be aware of unconscious bias
4. Take responsibility for your behaviour
5. Play your part to create a genuinely inclusive workplace
6. Talk to your manager or your HR Manager if you have any questions about diversity and inclusion



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Chief Executive Officer, Reconomy Group

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