

Marel's Global Diversity and Inclusion Policy



Marel is committed to building and maintaining a diverse and inclusive culture, where all people feel valued and engaged, and are treated with respect, dignity and fairness.

The purpose of this policy is to ensure commitment to upholding Marel's values of **Unity**, **Innovation** and **Excellence** by encouraging equality of opportunity, valuing diversity in all its forms, fostering a culture of inclusion, dealing with bullying, discrimination and harassment, and ensuring adherence to our diversity and inclusion commitments.

All Marel employees, prospective employees, contractors, consultants, suppliers and customers must be treated equally and should not be discriminated against based on gender, age, race or ethnicity, nationality, sexual orientation or gender identity, disability, mental health, neurodiversity, religious or political beliefs, financial status or class, marital, career or parental status, or any other aspect of diversity.

There is zero tolerance for bullying, discrimination, violence and any kind of harassment, sexual or otherwise, at Marel. In the event of such an incident or allegation, professional procedures should be followed, either contacting a supervisor or HR professional, or submitting a complaint on the [whistleblower's portal](#).

Marel's Diversity and Inclusion policy rests on four pillars:

1. Equal opportunity
2. Culture and Inclusion
3. Anti-bullying, discrimination and harassment
4. Accountability

Marel's Global Diversity and Inclusion Council will be appointed bi-annually, and the members will represent the diversity of our employees and the communities in which we work.

The presentation of this policy is the responsibility of the CEO. The execution is the responsibility of all Marel's employees. The Diversity and Inclusion Council will review the policy annually, with input from employees.

Garðabær, November 2021
Árni Oddur Þórðarson

1. Equal opportunity

Marel is committed to offering equal opportunity across the employee life cycle, including hiring and recruitment, promotions, job transfers, salaries, retirement, learning and development and training, benefits and scholarships that Marel may offer.

Marel expects all decisions at work to be professional, based on dignity and respect and free from bias and discrimination.

All job applications or promotions will be considered regardless of gender, age, race or ethnicity, nationality, sexual orientation or gender identity, disability or any other aspect of diversity, in accordance with local laws. Talent acquisition processes will be assessed to ensure they are transparent and free from bias and discrimination. We will also increase diversity within our candidate pools.

Employees will be rewarded and recognized fairly; jobs of the same value are paid equally, and a certified equal pay system is used to ensure criteria or processes for determining reward is without discrimination. Local economies and other factors are taken into account.

Promotion and succession planning will take diversity into consideration and will ensure underrepresented talent is given sufficient development to move into leadership roles.

Marel employees are encouraged to acquire further knowledge, experience and skills. Marel emphasizes that all employees enjoy equal opportunities for lifelong learning, vocational training and development opportunities that can contribute to their career progression.

The diversity of employees is considered when forming working groups, committees and selecting spokespeople for Marel.

2. Culture and Inclusion

Marel is committed to creating a culture of inclusion where employees feel safe, supported and equipped with the tools to thrive. We want our employees to feel engaged, demonstrate commitment to our shared values and be united by our vision.

Marel believes that every person counts and that our employees make us the partner of choice for our customers. To bring the best out of our people, our culture is critical. In order to strengthen our culture, the Global Diversity and Inclusion Policy will be published and promoted, and tailored to local policies in each region. Training is offered to all Marel employees on how to create an inclusive culture.

Marel respects the balance between work and home life, and has a [Flexible Working Policy](#) to allow many of our employees to choose where and when they perform their role, and supports those who adopt flexible working with equipment. Marel will ensure a diversity and inclusion lens is added to new global policies and processes as a way to minimize bias and support all our people.

At Marel, employee engagement is a way of measuring our culture. On an annual basis, all employees complete an engagement survey, and teams subsequently set action planning goals to increase their scores year on year.

Marel is made up of people who come from a myriad of cultural, geographical, professional and personal backgrounds, and we respect and encourage this diversity. All employees are encouraged to be themselves, and diversity is championed through training by providing them with learning opportunities (e.g., lectures, access to resources) and opportunities to participate in Employee Resource Groups.

The health and well-being of employees is critical and has a direct impact on our business. Training on stress and burnout will be provided, and mental health and health checks will be provided to all employees.

Marel is a global organization made up of a number of nationalities and with many languages spoken. All employees should be included in communications, and therefore the language used in formal communications must be considered. When appropriate, language classes will be provided.

3. Anti-bullying, discrimination and harassment

Marel's [Code of Conduct](#) states: *“Our coworkers, customers, stakeholders and business partners are entitled to respect, and should be valued regardless of differences. We uphold laws prohibiting discrimination and... have a zero-tolerance policy for threats, intimidation, harassment, assaults and acts of violence. These behaviors are unacceptable and will not be tolerated”*.

Marel does not tolerate any form of bullying, discrimination, harassment or violence. Involvement in any of these is taken very seriously. Employees are expected to be professional in their behavior at all times, whether at the office, at work functions or events, with customers or traveling.

Employees who believe that they have been bullied, discriminated against, harassed or attacked, or employees who have witnessed the above should refer to the Global or Local Anti-bullying Discrimination and Harassment Policies and are strongly encouraged to inform their supervisor, a Human Resources professional, or to submit a complaint on the [whistleblower platform](#).

Marel will not tolerate any form of retaliation or other adverse action against an employee who, in good faith, files a complaint for discrimination or because an employee provides information in connection with such a complaint.

It is the responsibility of all Marel employees to prevent discrimination and report bullying, harassment or violence.

4. Accountability

Marel is an international company and strives to be at the forefront of corporate ethics, operations and reputation. We believe diversity, equity and inclusion are an integral part of being an attractive workplace and a socially responsible company. All employees are expected to value diversity by treating their colleagues and customers as individuals.

Marel measures and reports on the success it has achieved in the field of diversity and inclusion, both within and outside the company.

Marel has clear diversity and inclusion targets, which it will measure and report on annually. Leaders are accountable for driving diversity and inclusion at Marel; they must complete diversity and inclusion training and are encouraged to have diversity and inclusion-related performance goals.

All employees are expected to follow and uphold this policy and conduct themselves in a manner that contributes towards the achievement of Marel's goals.