

# DIVERSITY AND INCLUSION CHARTER



## VISION



Muntons plc is committed to promoting equality of opportunity for all employees and job applicants.

We aim to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit so that everyone can achieve their full potential.

Showing commitment to diversity and inclusion is essential to reflect the society in which we live today. It makes business sense to have a commitment to diversity and inclusion and this helps attract and retain the best talent and is a key driver for creativity, innovation, and invention. Maintaining an inclusive culture and leadership help employees function at their best.

We are committed to bring together the right mix of teams across our organisation to match our markets and customers needs in terms of knowledge, skills, and cultural backgrounds.

A diverse workforce and inclusive company culture give Muntons a varied range of knowledge, creative thinking, and diverse experiences to generate good ideas and great innovation.

## DEFINITIONS

**DIVERSITY** is the presence of a wide range of human qualities and attributes, both visible and invisible, within a group, organisation, or society.

**EQUALITY** is a condition or a state of fair, inclusive, and respectful treatment that recognises and acknowledges the accommodation of differing needs and expectations.

**INCLUSION** is creating an environment where people have both the feeling and reality of belonging and can achieve their full potential

## OUR COMMITMENTS

To achieve this vision, Muntons and its employees commit to:

- Integrating the values of equality and inclusion into our working lives.
- Supporting a workplace where a diverse range of people come together in harmony to achieve our Company goals.
- Ensuring equitable and inclusive behaviours, practices, and policies.
- Enabling full participation and engagement by equitable access to information, services, and opportunities.

- Providing ongoing learning that facilitates equity and inclusion at individual and organisational level.
- Creating a workplace that fosters mutual understanding, respect, and growth.
- Dedicating resources, including people, time and/or money to equality and inclusion.
- Implementing best practices in equality and inclusion.
- Recognising and celebrating Muntons' rich diversity.

**WE WILL KNOW THAT WE HAVE A CULTURE THAT VALUES DIVERSITY AND INCLUSION WHEN:**

- Everybody feels comfortable being themselves.
- We are self-aware and accept personal accountability for diversity and inclusion.
- Our employees and leaders are as diverse as the community we live in and the customers we serve.