



EQUITY, UNIQUENESS & INCLUSION POLICY (Global)

1. Purpose

The Company is committed to eliminating discrimination and encouraging equity, uniqueness, and inclusivity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of the global society and each employee feels respected and enabled to be at their best.

2. Scope

2.1. This policy applies to all employees, officers, and directors in the ADVANZ PHARMA Group. It also includes job applicants, third party contractors, temporary workers, consultants, vendors, and agents engaged by the Group. (hereinafter "Workers").

2.2. The policy accompanies our Preventing Harassment and Discrimination Policy.

3. Our Commitment

3.1. ADVANZ PHARMA actively promotes and seek uniqueness in our teams. We will not discriminate against our workers on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation or caste.

3.2. Embracing our uniqueness and the various ways we differ is about valuing and respecting other people. Inclusiveness is about creating a workplace where everyone can be their full selves, contribute and develop their skills and talents. Belonging is where all employees have a deep connection with our purpose and feel valued for their unique contribution to the collective vision.

3.3 All workers, will be treated fairly and with respect. Selection of our employees for employment, promotion, training, or any other benefit will be on the basis of merit. All employees will be supported and encouraged to develop their full potential, and the unique talents and resources of all employees will be fully utilised to maximise the efficiency of the organisation.

3.4 Make opportunities for training, development, and progress available to all employees, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

3.5 Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

3.6 Review the make-up of the workforce to ensure it reflects the uniqueness of our global societies - information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability, in encouraging equity, uniqueness, and inclusivity, and in meeting the aims and commitments set out in the equity, uniqueness, and inclusivity policy.



4. Expectation From Our Worker

- 4.1. We expect workers to take personal responsibility for observing, upholding, promoting, and applying this policy. Our culture is made in the day-to-day working interactions between us so creating the right environment is a responsibility that we all share.
- 4.2. We expect workers to treat their colleagues and third parties (including customers, suppliers, contractors, agency staff and consultants) fairly and with dignity, trust, and respect. Sometimes, this may mean allowing for different views and viewpoints and making space for others to contribute. By embedding such values and constructively challenging inappropriate comments or ways of working, you can help us achieve and maintain a truly inclusive workplace culture.
- 4.3. Any dealings that you have with colleagues, or third parties must be free from any form of discrimination, harassment, victimisation, bullying or retaliation.
- 4.4. If any of our workers are found to have committed, authorised or condoned an act of discrimination, harassment, victimisation, bullying or retaliation, we will take action against them including (for those to whom it applies) under our [Disciplinary procedure](#).

Together, we are all responsible for upholding our commitment to this policy and abiding by the principles and values of fairness, integrity, and respect.

5. Country Specific Requirements (If Applicable)

Please contact your regional HRBP for information about any related provisions in your country.

6. Replacement

This document replaces the Diversity Policy dated 8th May 2018.

Right of Amendment

The Company reserves the right to continuously amend, update and modify this policy in the interests of the business and its employees.