

**Essentra plc**  
**(the 'Company')**  
**Diversity and Inclusion Policy**

**Introduction and Purpose**

The Board of Essentra plc, our Group Management Committee and senior leadership recognise that a diverse and inclusive workforce is critical to the running of a sustainable and successful business.

The purpose of our Diversity and Inclusion Policy is to create an inclusive culture, where diversity is embraced by everyone, that makes Essentra a rewarding and successful place to work by:

- Employing a diverse workforce that reflects the diverse communities within which we operate, and;
- Building an inclusive culture where people are valued, respected and supported.

**Policy statement**

All employees are responsible for treating everyone they engage with as part of their work with dignity and respect, creating an inclusive culture free from discrimination, bullying, harassment and victimisation irrespective of age, colour, (dis)ability, ethnic or national origin, gender, gender expression, gender identity, marital status, pregnancy, race, religion or belief, or sexual orientation.

Breaches or alleged breaches of this policy will not be tolerated and will be fully investigated and dealt with under disciplinary procedures in accordance with local laws and policies.

**Implementation**

At Essentra, our ambition is to be an employer of choice. We seek to attract, develop and retain great talent, from the widest backgrounds, and we will actively embrace difference for improved outcomes. Individuals will feel safe, respected, valued and able to thrive as part of a winning, engaged team.

We will achieve our diversity and inclusion goals by:

1. Ensuring this policy is read and accepted by all employees.
2. Ensure that external suppliers, workers and agents are selected based on objective assessment and are made aware of our Policy and approach.
3. Creation of a vision, strategy and charter setting out our diversity and inclusion ambition, how we expect to deliver the ambition and the commitments we make to our stakeholders.
4. Conducting diversity and inclusion awareness training for all management and supervisory roles which we will update annually.
5. Understanding our employees' perceptions and using this data to develop action plans to address common themes. We will continue to collect feedback from employees to monitor perceptions on issues such as diversity and to help us focus our efforts.
6. Recognising that we have an important role as a responsible employer in creating a culture that supports our employees in the various stages of their working lives and as part of this process, reviewing our policies in areas such as recruitment, flexible working and maternity/paternity leave to ensure they align with our aspirations to create a truly diverse and inclusive organisation across all of the countries that we operate in.
7. Ensuring that all of our businesses have diversity and inclusion strategies that recognise their specific requirements and challenges. Local plans will be integrated into our overall Talent Management framework ensuring we can develop a diverse pool of talent through the organisation.

8. Ensuring that all of our businesses implement, in accordance with applicable local laws, our Group policies which demonstrate their commitment to equal opportunities for all employees, and applicants for employment ensuring that they will not be subject to any discrimination, bullying, harassment or victimisation on the grounds of age, colour, disability, ethnic or national origin, gender, gender expression, gender identity, marital status, pregnancy, race, religion or belief, or sexual orientation.

### **Board diversity**

The Board places great emphasis on ensuring that its own membership reflects diversity in its broadest sense. A combination of demographics, skills, experience, race, age, gender, educational, professional background and other relevant personal attributes on the Board is important in providing a range of perspectives, insights and challenge needed to support good decision making.

New appointments are made on merit, taking account of the specific skills and experience, independence and knowledge needed to ensure a rounded Board and the diversity benefits each candidate can bring to the overall Board composition.

Objectives for achieving Board diversity may be set on a regular basis. On gender diversity the Board has a specific objective to maintain at least 2 female Board members and, recognising the emerging target for FTSE companies to move towards 33% female representation, to take opportunities to increase the number of female Board Members over time where that is consistent with other skills and diversity requirements.

### **Responsibility**

The Board as a whole is responsible for diversity and inclusion, and delegates responsibility for the implementation of this Policy to the Chief Executive. The Chief Executive has established the Diversity & Inclusion Steering Group to define the company's vision and manage the execution of its diversity and inclusion strategy.

The Board and Group Management Committee receive regular progress reports regarding diversity and inclusion, to enable regular review and continuous improvement.

As part of our commitment to the Race at Work charter, the Chief Finance Officer is our executive sponsor for Race Diversity providing visible leadership on race and ethnicity across the organisation and driving key actions such as setting targets for ethnic minority representation and supporting mentoring and sponsorship.

This policy and its implementation will be reviewed on a regular basis to ensure that it remains appropriate and relevant to the organisation and the Group is committed to providing the necessary support in order to ensure that our businesses can fulfil the requirements outlined in this policy. This policy will be communicated to everyone working for or on behalf of the Group and will be made available on the Group's website ([www.essentraplc.com](http://www.essentraplc.com)).

*Approved by the Board of Directors on 21 March 2019.*