



DIVERSITY MANIFESTO

At **Bergner Europe** we know that one of the principal levers for getting a company ahead is contributing to the **development** of talent and **equal opportunities**. **Diversity** and **equality** are part of our culture, and are good for our business because different perspectives drive innovation, accelerate growth, and lead to more robust decisions and outcomes.

We want to carry on working towards being an organisation and an environment with the **same opportunities for everybody**. Because together we can drive change and help to build a fairer society.

That's why we introduce

BERGNER DIVERSITY MANIFESTO

A SET OF PRINCIPLES THAT WRITE DIVERSITY AND INCLUSION INTO OUR COMPANY DNA.

GOOD GOVERNANCE - Including and fostering equal opportunities in all the organisation's policies and processes and promoting a culture based on merit and respect for people.

REJECT STEREOTYPES - Helping to break down established restrictive stereotypes and beliefs that stand in the way of development and innovation.

DEMAND DIVERSITY - Diverse backgrounds and points of view make more competitive, innovative and engaged teams. We promote inclusive groups, recognising the value that each person brings and discarding exclusionary and discriminatory behaviour.

TAKE REAL ACTION - We set clear goals and hold ourselves accountable. And we take real, meaningful action through hrough training, networking, mentoring, debates, talks, awards and sponsorships.

SPREAD THE MESSAGE - Disseminating the value of diversity among all the people, institutions, companies and bodies we work with.

These are the principles that guide us as we grow and move forward. In our work, in our everyday interactions, and through our brands. Together, we create a more diverse, inclusive and open company. A place where differences are celebrated. Where everyone feels comfortable, respected and heard.

