

# Mission Statement on Diversity

July 2019

## We live and love diversity!

More than 10,000 people around the world work at Greiner. Each and every one of them is unique and different. We see this diversity as major benefit. We are convinced that people's diversity is the basis of our corporate success. This is because innovation and lasting success are based on a variety of skills, experiences and perspectives. The interplay between these differences is what drives innovation at Greiner. Diversity enriches us by expanding the ways in which we think and act. We are convinced that diverse teams are better able to reflect what our customers and consumers want, consider their requirements in a more sustainable manner and develop more successful long-term results.

For this reason, we welcome and encourage different points of view. We also believe that diversity of cultural and ethnic backgrounds, age, gender, sexual orientation, gender identity, mental and physical abilities as well as multi-faceted living and working circumstances are what make us stronger. Greiner therefore actively supports diversity, differences in perspective and equal opportunities. We foster an organizational culture that values individual, social and cultural diversity and that does not judge people according to stereotypes. We see competence in dealing with difference as an asset and a sign of quality.

We want a vibrant company and firmly believe that diversity is the key to achieving this dynamism. However, diversity not only creates the framework for our success as a company. More importantly, it makes a vital contribution to social cohesion. After all, only in stable societies that are defined by integration and cohesion can we find our place as a company.

Every mission statement always formulates an ideal image – the way things should be in an ideal world. There is no disputing that we are still some distance away from this objective. Nevertheless, we would like to emphasize once more that we foster an organizational culture that values individual, social and cultural diversity and that does not judge people according to stereotypes. We refuse to make compromises as we make our way towards this objective.

A handwritten signature in blue ink, appearing to read "Axel Kühner".

Axel Kühner  
CEO of Greiner AG

A handwritten signature in blue ink, appearing to read "Hannes Moser".

Hannes Moser  
CFO of Greiner AG

## Our guiding principles for greater diversity

### Fostering difference.

- We respect and value the differences of our employees. We do so regardless of gender, skin color, sexual orientation, age, culture, origin, religion, ideology, physical impairment or other characteristics.

### Forging connections.

- We encourage our employees to contribute their individual diversity. We want to harness their disparate experiences, perspectives and competencies. Our employees mirror the diversity of our customers, suppliers and stakeholders.

### Embracing diversity as an asset.

- We consider the opinions of others to be equally valid. Consequently, we utterly reject discriminatory viewpoints. On the contrary, we understand that cultural differences are opportunities to learn and we strive to combine the best from different cultures.

### Mixed teams work.

- We thrive on similarities and differences. We want women and men—cautious and adventurous, experienced and untried, introverts and extroverts. How does the saying go? It's all about the mix!

### Enabling individual lifestyles.

- We want to provide both: an exciting career and time for home life. With this in mind, we do our best to strike a balance between family life, studies and work for all lifestyles and in all stages of life—from becoming parents to caring for relatives.

**Fostering gender equality.**

- We are looking for contemporary role models. The outlooks of the different genders enhance our potential for innovation. We therefore encourage efficient collaboration between people of all genders and support equality and equal opportunities.

**Safeguarding transparency and equal opportunities.**

- Our procedures for recruitment, committee elections and support measures are transparent and ensure equal opportunities. When selecting candidates, our focus is on the talent, qualification and commitment of each individual.

**Eliminating age as a criterion.**

- We want to bring together a range of age groups with completely different expectations, qualifications as well as professional and life experience. Junior employees and experienced staff members all pull together.

**Breaking down prejudices.**

- With this mission statement, we want to try to confront and eliminate the unconscious biases that ultimately influence all of our behavior. By working together, we can identify and reflect upon these.

**Contact:**

Greiner AG

Claudia Major (Head of Strategic HR Management)

Email: [claudia.major@greiner.com](mailto:claudia.major@greiner.com)

Greinerstrasse 70

4550 Kremsmünster

Austria