

# Diversity and Equality Policy

*FLSmidth is a global company committed to diversity and equality. With an enduring aim to be an employer of choice, FLSmidth recognises that attracting, developing and retaining a diverse workforce is a precondition for sustainable productivity enhancement.*

The foundation for driving success relies on our competent employees to work innovatively and collaboratively. A diverse workforce is an asset and we encourage all employees to realise their full potential and career ambitions through equal access to career, learning and development opportunities irrespective of personality, gender, age, ethnic or national origin and religious beliefs, disability, political or sexual orientation and family status.

We are committed to creating a safe, flexible and productive work environment that allows our employees to engage in a challenging career while maintaining the desired balance between work and personal lives. Accordingly, we offer market aligned remuneration for all, regardless of gender and other diversity differentiators. Our Diversity and Equality policy are reinforced through our values as follows:

## **Competence**

We attract and retain diverse, talented people across the globe to understand and drive the markets we operate in and to expand into new markets. Embracing a diverse and competent workforce increases our ability to create value for our stakeholders. Although selection of candidates is based on having the best qualifications and experience, it is recognised that diversity improves the corporate culture, thereby improving productivity and growth.

## **Cooperation**

Diversity helps us to fully understand our customer's needs as well as operate effectively in a global business environment, where focus is on cooperation, quality and innovation. There is zero tolerance for discrimination of any kind, and reported incidents are handled with the attention they deserve.

## **Responsibility**

Diversity works best when Equality is also a focus and we are committed to removing obstacles to creating an inclusive culture. It is our firm belief, that a diverse organisation at all levels produces better business results, when Equality is the foundation. Equality encompasses total rewards, learning and development opportunities, and equal access to career growth.

We do not treat employees from underrepresented groups differently. We recognise that natural cognitive bias can occur and that the perception of an ideal manager can be culturally embedded.

Making conscious and unconscious bias visible fosters inclusion based on the company values. We will increase the ratio of underrepresented groups on all levels in the organisation and increase our overall women ratio year on year by focusing on key initiatives to attract and retain women while also ensuring equality in our practices.

August 2020

  
Thomas Schulz, Group CEO

*Established: February 2018*