

Gender Equality Plan



Kelheim, September 2023

At Kelheim Fibres, we firmly believe that diversity is a source of strength and innovation. As a company, we are committed to promoting gender equality and creating an inclusive and diverse work environment. Our corporate policy emphasizes the appreciation of the diversity of our employees, regardless of race, ethnic background, age, religion, gender, sexual orientation, or disability.

The aim of this Gender Equality Plan is to concretize our efforts to promote gender equality and realize our vision of an inclusive work environment.

1. Equal Treatment:

We are committed to strict compliance with the General Equal Treatment Act (GETA) and take any violation of its principles seriously. Equal opportunities and equal treatment are core values embedded in both our corporate policy and our Code of Conduct.

- **Wage:**

Our salary policy is based solely on the requirements of the respective position and the provisions of the applicable collective bargaining agreement. We use a gender-independent salary scale for wages.

✓ *SUCCESS:* There are no gender-based wage differences.

- **Dedicated Resource:**

A female employee from the Human Resources department has been appointed as the Gender Equality representative and received specialized training in addressing issues of sexual harassment and promoting equality concerning religion, origin, age, and disability. Additionally, two representatives in the Works Council have been appointed.

✓ *MEASURE IMPLEMENTED:*

In 2022, training sessions were conducted to raise awareness about sexual harassment and promote equality concerning religion, origin, age, and disability for the Gender Equality representative from the HR department and the two representatives from the Works Council.

- **Trust and Complaint Center:**

All employees must have easy access, including the option for anonymity, to a complaint center for potential violations of gender equality principles and cases of sexual harassment.

✓ *MEASURE IMPLEMENTED:*

We have established an appropriate trust and complaint center. Our GETA representatives from the HR department and the Works Council are responsible for investigating and handling the reports. The establishment of this center has been communicated to all employees.

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- **GOAL:** It is our goal to collect and analyse complaints data to potentially implement measures that have a general impact beyond individual cases. Thus far, no complaints have been received.

2. Gender Quota:

Due to historical reasons, the proportion of women at Kelheim Fibres, like in most other companies in the chemical industry, is very low.

	2023			2022		
	Total	Women	Percentage	Total	Women	Percentage
Apprentices	72	10	14 %	69	11	16 %
Employees	532	68	13 %	512	63	12 %
Leadership Positions	52	7	13 %	52	7	13 %
Management	8	1	13 %	8	1	13 %

- **GOAL:** Our aim is to increase the proportion of women in our workforce.
- ✓ **MEASURE IMPLEMENTED:** are taking initiatives to promote women in technical professions (participation in MINT workshops) and organizing career information events specifically for girls (Girls Day). This provides girls with the opportunity to learn about apprenticeships in crafts, natural sciences, and technology, fields where women have been underrepresented.
- ✓ **SUCCESS:** In 2023, we welcomed the first two female apprentices as chemical technicians.

- **GOAL:** Achieving a balanced gender ratio in all departments and facilities at Kelheim Fibres.
- ✓ **MEASURE IMPLEMENTED:** In 2022, we opened our company fire brigade to women.
- ✓ **SUCCESS:** Currently, five women are actively serving in our company fire brigade.

3. Equal Opportunity in Recruitment:

Gender plays no role in the recruitment of employees. Our selection criteria are based solely on the requirements of the respective position and the provisions of the applicable collective bargaining agreement.

- **GOAL:** We plan to collect detailed data to capture the gender distribution in the application process and new hires. The analysis of this data aims to identify potential inequalities and, if necessary, introduce appropriate measures.

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Our job advertisements are always formulated in a gender-neutral manner.

- *GOAL:* In future job advertisements, we aim to clearly state the significant importance of diversity and inclusion for our company.

4. Inclusive Corporate Culture:

We have developed training programs on corporate culture, preventing bullying and discrimination, as well as promoting gender equality and diversity in the workplace.

- ✓ *MEASURE IMPLEMENTED:* Since 2022, two mandatory training sessions on inclusive corporate culture have been available for all employees via our e-learning platform.
- *GOAL:* We will continue to promote an inclusive corporate culture.

5. Work-Life Balance:

While the compatibility of work and family should not be a gender-specific challenge, empirical experience shows that women often bear a double burden. We aim to contribute to a better work-life balance by offering flexible working time models, Home-Office options, and individual working time agreements.

- *GOAL:* Promoting family-friendliness will be embedded in our business policy. Further measures to strengthen the work-life balance for our employees are planned for the future.

This Gender Equality Plan will be regularly reviewed and updated to ensure that our measures to promote gender equality meet the changing needs of our workforce.

Kelheim, September 2023

Handwritten signature of Craig Barker in black ink.

Craig Barker, CEO

Handwritten signature of Tobias Westner in blue ink.

Tobias Westner, Head of HR