



CORPORATE DIVERSITY POLICY

MILKILAND N.V.

1. VISION

1.1. **Milkiland N.V.** (hereinafter – the “**Company**”) strives to foster, develop and preserve a culture of diversity in our corporate governance, in relations with employees, and in our business with suppliers and consumers of our products.

1.2. The Company is committed to place diversity and fight against all forms of discrimination among its core values of doing business. We are progressing towards equal opportunities for all our employees and for all candidates who apply for positions in the Company or its subsidiaries.

1.3. Diversity refers to the variety of differences in people. Diversity is an understanding and respect that each individual is unique and has individual distinctions. These distinctions can include nationality, ethnicity, race, gender, sex, age, religion, family, physical abilities, language, socio-economic status, veteran status, or other characteristics.

1.4. The Company values and respects people with diverse backgrounds and perspectives. They are the important part of our team, our consumers, and our suppliers. They all make a big contribution to our growth and development.

1.5. This “**Diversity Policy**” is a part of our long-term vision, as a social responsible business, on how to operate effectively and sustainably in a multicultural world – both in the marketplace and in the workplace. It reflects our core values such as partnership, leadership and mutual respect, product quality and safety, continuous innovations.

2. DIVERSITY POLICY FOR MILKILAND

2.1. Building a diverse workforce is highly important for our Company. Our human capital, consisting of knowledge, experiences, innovations, self-expressions and differences brought by our employees, creates our Company's culture and image.

2.2. Furthermore, Diversity Policy can ensure realization of our business strategy and achievement of our business priorities by:

- providing access to a more broad labor pool with high quality professionals with diverse backgrounds;
- creating respecting and inclusive positive work environment that inspires to work and reduces staff turnover;
- improving internal and external communication, and information sharing among employees in our Company based on ethical behavior;
- enhancing our reputation, recognition, and stance in local communities, markets and countries where we operate;
- helping to improve services for our diverse customers, create new safe and high-quality products, satisfy demands of our diverse customers.

2.3. Diversity principles are incorporated into all aspects of human resource management in our Company, such as workforce planning; recruitment and selection; performance management; learning and development; leadership development; workplace health and safety; workplace relations; promotions; transfers; social and recreational programs; layoffs; terminations; and our relations with suppliers and consumers. We conduct all our business with integrity and respect for all aspects of diversity.

3. DIVERSITY & CORPORATE GOVERNANCE

3.1. We, as an international company operating in different countries and markets, ensure that our Board of Directors is diversified in terms of gender, age, professional experience, nationality and backgrounds in order to conduct our business more efficiently and sustainably. Diversified expertise, gender diversity, and international diversity are considered the key to the efficient Board of Directors work.

3.2. The Board of Directors sets diversity-related measurable objectives for the Company. The Company's progress on implementation of Diversity Policy shall be included in the Company's annual report.

3.3. Any initiatives of the employees, aimed to reach diversity goals and objectives, are welcomed, considered and can be supported.

3.4. Diversity Policy is reviewed and evaluated annually by the Board of Directors. Any new amendments to Diversity Policy, introduced by the Board of Directors, shall not deteriorate Company's previous commitments.

4. DIVERSITY & EMPLOYEES

4.1. The Company creates safe and inclusive workplace, which improves relationships, understanding and teamwork between employees, increase their motivation and satisfaction.

4.2. The Company provides equal merit-based employment opportunities and opportunities for qualified professionals with diverse backgrounds to be promoted on key managers' positions within the Company. The Company provides equal mentoring, networking, and adequate training for management positions, other equal opportunities for personal development and professional growth, for all employees irrespective of individual backgrounds, gender or other differences.

4.3. The Company cares about work-life balance of our employees and accommodates employees' varying needs. We arrange working times for our employees to meet their special needs, especially concerning expectant mothers, single parents, employees with disabilities, senior employees.

4.4. Any type of discrimination or harassment within the Company is not tolerated and shall be eliminated. Every employee who believes he was subjected to any kind of discrimination against this Diversity Policy shall inform a supervisor or an HR representative.

4.5. All employees are expected to follow this Diversity Policy during work, at the workplace, or off the work site, and during any occasions, when they represent the

Company. Any inappropriate conduct exhibited by the employee may be subject to disciplinary action.

4.6. Diversity Policy is accessible to all employees and our Company works to ensure its meaning is understood and supported by all employees.

4.7. Our Diversity Policy for employees includes several aspects:

- Equal employment opportunity – we encourage a gender-balanced employment of professionals with different backgrounds, a merit-based promotion, and culture that does not tolerate discrimination or harassment during the employment;
- Workplace safety – we provide a healthy and safe workplace with a positive working atmosphere for all employees; we are adapting the workplace for our employees with disabilities and all other employees to accommodate their special needs, and to make their workplace more safe and comfortable;
- Respect and inclusion – we ensure the understanding and fulfilment of this Diversity Policy by all our employees; we work on improved relationships, understanding and teamwork between employees, based on mutual respect of individual diversity;
- Diversity support – we promote equal pay and gender diversity within the Company; we provide employment opportunities for people with disabilities; we plan and fulfill our internal and external diversity initiatives.

5. DIVERSITY & SUPPLIERS

5.1. Our Company conducts business with a broad variety of business partners, including small and medium companies, private households, owned by women, minority members, and other diverse owners in various countries. They all help us to create our high-quality products and satisfy demands and expectations of our consumers.

5.2. We desire to create a diverse supplier base that ensures the inclusion of diverse groups in our procurements. Statistics show that companies who embrace diversity are more profitable than companies who don't.

5.3. Suppliers' diversity benefits us because it:

- Provides multiple channels to procure goods and services;
- Drives competition between our suppliers;
- Engages us with local communities, where we procure goods and services;
- Display our diversity commitment on external level.

5.4. In our procurements we do not tolerate discrimination based on the size or location of the business, nationality, race, gender of the owner, or other differences.

6. DIVERSITY & CONSUMERS

6.1. Our Company produces safe and high-quality products and supplies them for a diverse range of consumers in more than 30 countries. We are proud to offer natural milk products including cheeses, whole milk products, butter and dry milk products in various price segments satisfying needs of our consumers in dairy products for both B2C and B2B channels.

6.2. We commit to produce safe and high-quality dairy products for our diverse consumers and meet their demands for new products that reflect differences in culture, age, socio-economic status and taste preferences.