

Diversity and Equal Opportunities Policy

Why is this a topic for Van Loon Group?

Traditionally, the meat sector has employed mostly men. However, employees with the same competences should have the same opportunities regardless of their age, gender, race, nationality or religion. A diverse organisation also produces better results.

Scope

This policy concerns employees in all departments and at all levels within the organisation.

Ambition

At Van Loon Group, we are committed to creating an equal opportunity working environment, where recruitment and personal development are based on the competences (knowledge, skills, attitude), experience, results and potential of each individual. We do not tolerate discrimination whereby a person or group of persons are less eligible on the basis of their ancestry, union membership, ethnicity, race, religion, age, sex (including pregnancy), sexual orientation, gender identity, marital status, veteran status, HIV status, mental or physical capability, etc., and this list is not exhaustive. In accordance with local legislation or international standards, special measures may be adopted to protect, support and empower disadvantaged groups.

Van Loon Group strives for an optimal male/female ratio in the different layers of the organisation, not necessarily pursuing forced diversity, but equal treatment and opportunities.

Van Loon Group follows the applicable CLA in all of its companies. These CLAs do not distinguish between men and women, including with respect to pay structures.

Signed by Van Loon Group

Name: Robert van Ballegooijen
Position: CEO Van Loon Group
Date: 01-10-2022



Document Code: POL 502	Author: Manager HR Van Loon Group	Version date: 07-01-2022
Code: 3040	Verifier: CTO Van Loon Group	Page 1 of 1