



Policy – Diversity, Equality & Inclusion (DEI)

Purpose

We are in the flower business, but also in the people business. Together, we make Dümmen Orange. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. Dümmen Orange is therefore dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is simply in our best interest to promote diversity.

Our aim is therefore to ensure that all employees and job applicants are given equal opportunity and that our organisational makeup is representative of all sections of society. Each employee will be respected and valued, and able to give his or her best as a result.

Commitment

Dümmen Orange is committed to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, marital status, pregnancy and maternity, ethnicity, nationality, national origin, religion or belief, gender identity, sex and sexual orientation, or any other characteristic that is not based on the inherent requirements of the position within Dümmen Orange. We oppose any act, conduct or behaviour that results in unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time, temporarily employed, or applicants for employment will be treated fairly and with respect. Selection of candidates for employment, promotion, training, or any other purpose, will be based on their aptitude and ability.

All employees will be given support and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

In line with our Values, Dümmen Orange encourages and reinforces:

- An environment in which individual differences and the contributions of all team members are recognised and valued.
- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules.
- Training, development, and progression opportunities available to all employees.
- Equality in the workplace, which we believe is good management practice and makes sound business sense.
- Zero tolerance of any form of intimidation, bullying, or harassment. Disciplinary actions will be taken against those individuals who violate this policy.



Definitions

Diversity, equality and inclusion are interlinked concepts, but not interchangeable. Each has its own meaning.



Diversity



Equality



Inclusion

Diversity: refers to the many ways that people differ. Examples of diversity are: age, ethnicity, gender, education, socioeconomic status, religion, nationality, job title, seniority.

Equality: is about creating fair access, opportunity, and advancement for all those different employees. It's about creating a level playing field.

Inclusion: is the extent to which various team members, employees, and other people feel a sense of belonging and being valued within a given organizational setting.

Communication

Dümmen Orange will inform all employees and stakeholders that a DEI policy is in operation and that they are obliged to comply with its requirements and promote fairness in the workplace.

Support

This DEI policy is fully supported by senior management and has been agreed with employee representatives.

Our policy will be monitored and reviewed annually to ensure that diversity & inclusion is continually promoted in the workplace.

Noncompliance

Our DEI policy includes zero tolerance approach. Any employee found to have exhibited any inappropriate conduct or behaviour may be subject to disciplinary measures, including dismissal.

Reporting

Anyone who believes they have been subjected to any kind of discrimination that conflicts with the DEI policy and initiatives are encouraged to report this in accordance with our Code of Conduct.