

## 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.

### Demarcation

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, appointment 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 gives applicants equal treatment and opportunities. Selection of new employees is not based on gender but on equal treatment.

Van Loon Group gives all employees equal opportunities when it comes to education, training, development and promotion, based on competence and development potential.

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.

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