



# Global Diversity & Inclusion Policy

## 1. Policy Statement

We want everyone to have personal dignity at work and to be empowered to be their best, true authentic self each and every day. We continually strive to understand, accept and value our different backgrounds, perspectives and experiences and by leveraging these differences we encourage innovation and drive business growth. This is important as we really believe that we're stronger together.

This policy is non contractual and may be changed in the future. If you have any questions about it, please contact HR Services.

## 2. Policy Owner

Claire Parker – Senior Diversity & Inclusion Manager

## 3. Who does it apply to?

This policy applies to all Britvic employees and all third parties acting on behalf of Britvic including secondees, advisors, agency workers, contractors and other companies.

## 4. Policy Detail - What do I need to know or do?

Diversity is about accepting individual differences and thought processes and creating a culture where everyone feels included and gets involved in delivering results together. Inclusion is about valuing these differences, providing equal opportunities, treating everybody fairly and creating a sense of belonging.

### What it means

- We live our purpose and values every day; they guide us in our decisions and actions and are at the heart of our dynamism and creativity

- We invest in ourselves and create an environment where everyone continuously learns (e.g. unconscious bias training)
- We provide equal opportunities for all
- We recruit and promote our talent based on ability, skills, experience, behaviour, performance and potential for the job
- If you have a disability, we'll look to make reasonable adjustments to help you in the workplace (you need to talk to your manager about adjustments you think you might need)
- We review all our employment practices and procedures to ensure fairness and inclusivity
- We monitor our workforce profile and employee information to make sure we understand our people and their needs
- We use our engagement survey (Glint) to identify areas for action planning including management training

### **Unacceptable Behaviour**

We don't accept behaviour or attitudes that discriminate against anyone, or coerce, intimidate, bully or harass others, or threaten them with verbal or physical violence. Harassment and bullying are behaviours that generally make someone feel intimidated or offended. The behaviour could be unwanted physical contact or inappropriate conduct.

It is unlawful to discriminate directly or indirectly in recruitment and someone's employment because of a protected characteristic; age, sex, disability, gender (including gender identity), marriage and civil partnership, pregnancy and maternity, race, nationality, religion or belief or sexual orientation. Individuals as well as organisations can be liable for unlawful discrimination, which can take different forms:

- Direct - treating someone less favourably because they have a protected characteristic
- Indirect - something that applies to all but disadvantages an individual with a protected characteristic
- Associative - direct discrimination because they associate with someone who has protected characteristic

- By perception - direct discrimination because others think they have a protected characteristic
- Victimization - if you're treated badly or suffer a detriment because you complain about discrimination or you help someone who has been discriminated against

If someone feels that they or someone else has been subjected to unacceptable behaviour or discrimination they should report their concerns. We have links to our different policies that may apply below, and you need to think which policy is the most appropriate to raise your concern.

## 5. Policy breach and consequences - What happens if I don't follow it?

Harassment, bullying and discrimination have no place in our business. If we find that someone behaves in a way that is unacceptable to others and against our purpose and values, it will be viewed as a serious matter and dealt with under our Disciplinary Policy, or, if you're a third party, we may review your assignment with us which will be managed and executed on a local basis.