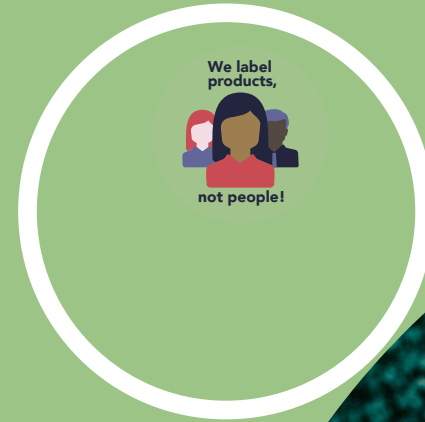


WE LABEL **PRODUCTS,** NOT PEOPLE.

Diversity at All4Labels



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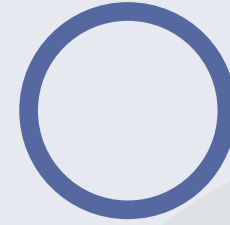
At All4Labels, diversity and equity are part of our DNA – and we are particularly proud of that.

We are a family with different cultures, diverse backgrounds and mindsets.

Together, we continue to build an inclusive environment that encourages, supports and celebrates the diverse voices of our employees.

This drives our innovation culture and brings us closer to our customers and the communities we serve.

Eugen Zeller
CFO



DIVERSITY, EQUITY AND INCLUSION

Diversity is being invited to the party; inclusion is being asked to dance.

Verna Myers

At All4Labels we are more than **4,000 colleagues**. More than **59 nationalities** work together in **18 different languages** in **40 locations** in **15 countries** on **4 continents**. That's diversity!

Referring to Verna Myers you can say we are one big party. But a party is only good if everyone has fun – and is asked to dance. That's inclusion!

The most important thing is that everyone gets the chance to dance and that everyone has the space and the means to do so. No matter if expert or beginner! That's equity!

To implement inclusion and equity meaningfully and successfully in a community, it is important to understand the opportunities and challenges that diversity creates. Understanding culturally, socially and religiously diverse groups is the basis for achieving successful equity and inclusion for every individual.

What do you have to pay attention to in a diverse community like we have at All4Labels? What exactly does diversity mean, what makes us different from each other? Why do we have to consider intercultural interaction at all, **if everyone seems to be actually equal, because we are all human beings?**

We would like to answer these and other questions with this brochure on the topic of diversity.



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WHAT IS DIVERSITY?

Diversity means variety! Different cultures come together in our society – **and that is fantastic!** The cultures bring different experiences, values and skills with them,

which together unfold completely new potential. To identify this potential and use it effectively, it is necessary to consciously engage with these cultures. This means that different cultures are consciously recognized and an open exchange is created. **And that enriches the whole group!**

At the core of diversity is mutual respect and accept-

ance, where the uniqueness and individual characteristics of cultures are valued.

Diversity is divided into different dimensions, some more obvious than others. Concretely, this means **creating equal opportunities and not tolerating discrimination.**

WHY DIVERSITY?



Society is constantly changing – and so are we! Age structures, needs, lifestyle habits, cultures, standards: in both our personal and professional lives, we are constantly setting **new goals** and **priorities**. This means that our collaboration at work, our demands and habits are also changing. We are all **motivated by different goals** and thus develop

different thought patterns. Through **free and open dialogues**, we can combine these thought patterns and create **new potential** that makes it easier for us to react quickly to changes and new challenges.

DIMENSIONS OF DIVERSITY

Diversity affects us all! It is not just about people from different backgrounds and religions coming together. **People are shaped by various dimensions** that interact with each other and shape their way of life and thinking.

The main dimension is a person's individual personality.

In addition, a distinction is made between **primary, secondary and work-related dimensions** when it comes to the various characteristics. All of them have an impact on whether

people are included or marginalised. Secondary and work-related dimensions are flexible and can generally be changed and individually influenced. The characteristics of the **primary dimensions have the greatest impact of all on the inclusion or marginalisation of people. These characteristics are part of our core being.**

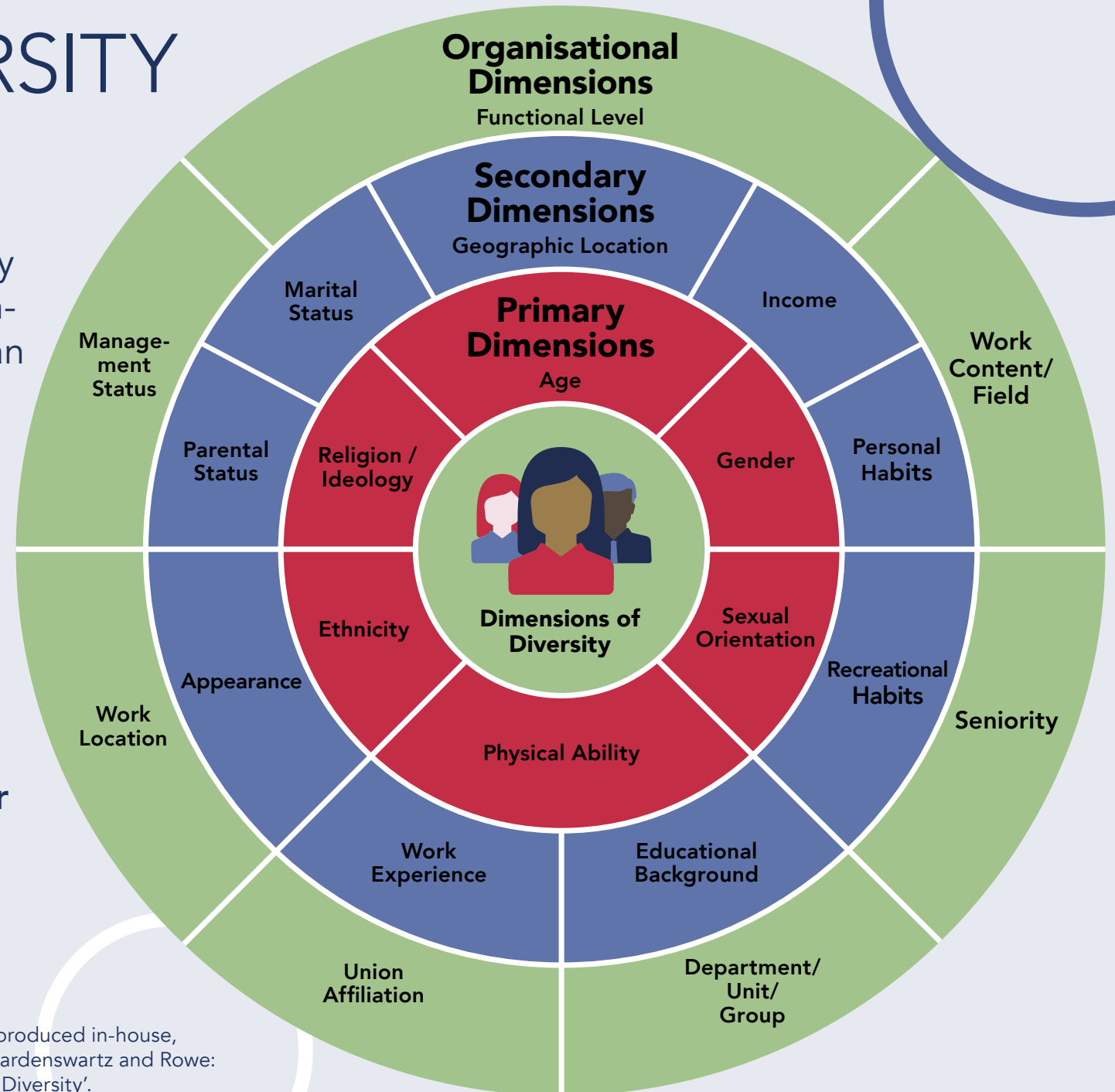


Illustration produced in-house,
based on Gardenswartz and Rowe:
'4 Layers of Diversity'.

AGE

Did you know that nowadays **up to five generations** work together in one company?

To foster a **valuable collaboration between these different age groups**, a respectful and open-minded cooperation is key. **A mutual understanding** needs to be lived and internalised.

By actively sharing ideas, learning from the new methods of younger colleagues and combining them with the valuable experience of long-standing employees, we create value not only as a group, but also actively promote each other's personal development.



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61%

In Germany, the employment rate among 60-64 year-olds is growing more than in any other age group:
in 2020, it was 61%,
in 2010 just 41%.

Source:
Federal Statistical Office (2022).
Erwerbstätigkeit älterer Menschen.
Erwerbsbeteiligung.



ETHNIC ORIGIN & NATIONALITY



Knowledge of languages and other cultures not only broadens one's personal horizon: by working together in intercultural teams, we learn about the different backgrounds, strengths and challenges and can actively use these insights to collaborate. With the right approach and openness towards all employees, we can feel comfortable together, develop freely and develop each other!

43%

A diverse management board is 43% more likely to generate greater profit for a company! In cases where diversity has not been promoted, companies reported a 27% drop in profit.

Source:
McKinsey & Company (2020).
Diversity wins.
How inclusion matters. (2018).
Delivering through Diversity.

GENDER



The distribution of resources, tasks or responsibilities is still predominantly decided on the basis of gender and not on the basis of skills or expertise.

Gender identities with female, male, trans and intersex people are an integral part of a diverse society.

Their representation is important for the acceptance, tolerance and integration of any employee.

In 2020, women in Germany earned

18%

less than men. This gender pay gap is due to the fact that women in equivalent roles receive a lower salary and work more often in low-paid jobs than men.

Source:
Federal Statistical Office
(2022): Gender-Pay-Gap,
Frauen in Führungspositionen,
European Union Agency for
Fundamental Rights (FRA)
(2020): LGBTI Survey Data
Explorer



PHYSICAL AND MENTAL ABILITIES



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Colleagues with physical or mental disabilities are often underestimated. However, they have considerable potential and many skills. By creating an inclusive working environment for everybody, we aim to unite the strengths of all colleagues.

10.4 m

In Germany, 10.4 million people lived with a disability in 2019 – including nearly 4.9 million of working age. However, people with special needs face various obstacles on the employment market. In the same year, 57% of 15-64 year olds with a disability were job-seeking or integrated in the employment market. In contrast, 82% of non-disabled people in the same age group was employed.

*Source:
Federal Statistical Office (2022).
Disabled people.*



RELIGION AND WORLD VIEW

In companies, people with different religious backgrounds and beliefs work together.

Whether Buddhist, Christian, Hindu, Jewish or Muslim – **respect is always key!** As our living and working environments become more diverse, this dimension has become more important in recent years.



55%

In Germany, people from almost every religion have experienced discrimination in the workplace at some point. Especially people of Muslim faith: 55% of immigrants of Muslim faith report feeling discriminated against.

The figure for immigrants of Christian faith is 32%. In 2020, despite working from home arrangements, there were 11 reports of anti-Semitic incidents.

Source:
Charta der Vielfalt und EY (2016).
Diversity in Deutschland. Studie
anlässlich des 10-jährigen Bestehens der
Charta der Vielfalt.
Mercator Foundation (2018). „Wo kommen
Sie eigentlich ursprünglich her?“
Diskriminierungserfahrungen und
phänotypische Differenz in Deutschland.
Federal Antidiscrimination Agency (2021):
Religion / Weltanschauung.
RIAS Federal Association e.V., (2021).
Jahresbericht Antisemitische Vorfälle in
Deutschland 2020.

SEXUAL ORIENTATION

Many organisations consider the sexual orientation and identity of employees a private matter. Stereotype thinking remains common, unconscious biases are still present in most people's minds. Our aim is to create an **open working environment without prejudice**. This allows all employees to feel at ease and welcome in their working environment and free to express themselves and their personality.



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1/3

28.9% of lesbian and gay people surveyed in Germany stated in 2017 that they spoke openly with colleagues about their sexual orientation. 33% of LSB+ people surveyed feared discrimination from customers and colleagues.

Source:
Diversity-Institut (2021).
Out im Office!
Out vor Kund_innen?
Agentur der
European Union Agency for
Fundamental Rights (2020).
LGBTI Survey
Data Explorer.



SOCIAL BACKGROUND



Our social backgrounds, including family background, youth socialisation, education and ethnicity, influence our opportunities on the education and labour market. Based on our social background, we may experience gatekeeping to resources such as networks or higher education, thus impacting careers.

Choosing the right job and finding employment can be very difficult and require a great deal of ambition and support. Organisations that value experiences and perspectives

from the whole bandwidth of society and actively build their teams with this in mind are more resilient, flexible and innovative.

Workplaces that include employees from all social backgrounds not only benefit the organisation, but are a true representation of inclusion in the modern workforce.

15%

Just 15% of 18-24-year-olds in Germany believe that education grades alone determine the career path – despite the skills shortage.

Source:
Netzwerkchancen
(2018).
Soziale Aufsteiger
im Berufsleben.
So arbeitet
Deutschland (2022).
„So arbeitet
Deutschland“.



DIVERSITY IS PART OF OUR DNA

As a globally operating organisation, we are inherently diverse. We are convinced that our success is a result of the diversity and broad range of perspectives of our employees.

We are All4Labels

4 continents
15 countries
40 locations
18+ spoken languages
4.000+ individuals
59+ different nationalities



I am proud to be part of a team that places high value on breaking the barriers of inequality and racial discrimination, and that my job function allows me to continuously learn more about other cultures through the collaboration with colleagues from different countries and continents.

Jackelyn Naidoo
SHE Manager



Encouraging diversity means that team members feel more confident about collaborating and sharing opinions without any criticism concerns. Open collaboration is a key to success and engages the teams to its goals.

Fernando Gabel
President Latam

WHAT IS OUR AIM?



The promotion of people's health and well-being comes first: this is deeply rooted in All4Labels' corporate goals. **We are constantly evolving and see our employees as our most important resource.**

We set common goals and promote and empower all employees in line with their strengths and interests.



For me, diversity is a unique opportunity for development, competence, and social justice. Consciously embracing diversity in our society moves us all forward significantly. In my experience, working in well-functioning, diverse teams is always successful and also really fun. In my company, diversity, equity and inclusion are promoted worldwide and at all levels. I consider promoting diversity even further to be an important value-creating task.

Dr. Günther Weymans
COO

One of our highest priorities is to continue cutting the overall rate of reportable incidents.

We constantly work to increase employee satisfaction and loyalty and continue to invest in the training and development of our employees.

Equal opportunities are of high value at our company: we not only promote women in managerial roles, but also make sure that we put together well-balanced teams.

We are present all over the world.
We are a team. And we have a motto.
We label products, not people!



TIPS FOR GOOD COOPERATION IN DIVERSE TEAMS



Communication is especially important within a culturally diverse company and calls for a great deal of tact and sensitivity.

Essentially, however, it is all about accepting and respecting people's differences and understanding that everyone is unique.

Good communication requires that we frame messages so that they are understood, while also making sure that we actively listen.



We show you four ways
of ensuring better
communication in a
diverse workplace ►

1. CLEAR LANGUAGE

When communicating with culturally diverse colleagues, keep your language clear and concise. Avoid using jargon, slang and colloquial expressions.

A simple example:
You could say,
for instance:

**'The result
was fantastic!'**

Instead of
**'The result was
top notch!'**



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2. DIFFERENCES IN BODY LANGUAGE

You will be surprised to learn that different cultures have very different practices when it comes to non-verbal forms of communication. In most countries, for example, people don't greet each other by shaking hands, and some cultures consider it disrespectful to make direct

eye contact. Some cultures also have different 'comfort zones' when it comes to personal space and physical contact.

If in doubt,
maintain at least
an arm's length
distance between
you and your
colleagues.



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3. REFLECTIVE LISTENING AND PARAPHRASING

In conversation, it is a good habit to paraphrase or repeat the message. This helps to clarify meaning and eliminate any problems that may arise as a result of a misunderstanding.



The same
applies to written
communication –
paraphrase content
to clear up
any doubts.

4. OPENNESS TO OTHER CULTURES



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Even though it is natural to feel connected to others who share our preferences and traditions, getting to know our colleagues from different cultural backgrounds can help to build relationships and open your world to new experiences.

Always remember that they may be new to this country

and have their own challenges as they try to cope with a different language, customs, and way of life.



THE DIVERSITY CALENDAR 2023

Our annual calendar helps us all to get an **overview** of the **essential intercul-tural public holidays and commemoration days** of everyone in our society.

JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
Black history month		Gender equality month		Earth month		EU Diversity month		International pride month		Yellow September		Breast cancer awareness		November									
1 SUN	1 WED	1 WED	Equal Care Day	1 SAT	1 MON	German Labour Day	1 THU	1 SAT	1 TUE	Switzerland: Bundesfeiertag	1 FRI	1 SUN	China: Golden Week begins	1 WED	1 FRI	Romania: Ziua Marii Uniri	2 MON	2 THU	2 SAT	2 MON	2 THU	2 SAT	2 MON
2 MON	2 THU	2 THU		2 SUN	2 TUE	World Autism Awareness Day	2 FRI	2 SUN	2 WED	Eid al-Adha ends	2 SAT	2 MON	Germany: Day of German Unity	2 THU	2 SAT	3 FRI	3 SUN	3 TUE	3 THU	3 MON	3 THU	3 MON	3 SAT
3 TUE	3 FRI	3 FRI		3 MON	3 WED		3 SAT	3 MON	3 THU		3 SUN	3 TUE	4 MON	4 WED	4 SAT	4 MON	4 TUE	4 THU	4 MON	4 WED	4 SAT	4 MON	4 MON
4 WED	4 SAT	4 SAT		4 TUE	4 THU		4 SUN	4 TUE	4 FRI		4 MON	4 WED	4 SAT	4 MON	4 TUE	4 THU	4 MON	4 WED	4 SAT	4 MON	4 WED	4 SAT	4 MON
5 THU	5 SUN	5 SUN		5 WED	5 FRI	Passover begins	5 MON	5 WED	5 SAT	European Day of Protest for the Equality of People with Disabilities / Day of Port Language	5 TUE	5 THU	5 MON	5 WED	5 SAT	5 TUE	5 THU	5 MON	5 WED	5 SAT	5 TUE	5 THU	5 MON
6 FRI	6 MON	6 MON		6 THU	6 SAT		6 TUE	6 THU	6 SAT	Day of Russian Language	6 WED	6 MON	6 WED	6 FRI	6 MON	6 WED	6 MON	6 THU	6 SAT	6 MON	6 WED	6 SAT	6 MON
7 SAT	7 TUE	7 TUE	Equal Pay Day	7 FRI	7 SUN	Good Friday	7 WED	7 FRI	7 MON		7 THU	7 MON	7 TUE	7 THU	7 MON	7 TUE	7 THU	7 MON	7 TUE	7 THU	7 MON	7 TUE	7 THU
8 SUN	8 WED	8 WED	International Women's Day	8 SAT	8 MON		8 THU	8 SAT	8 TUE		8 FRI	8 MON	8 TUE	8 THU	8 MON	8 TUE	8 THU	8 MON	8 TUE	8 THU	8 MON	8 TUE	8 THU
9 MON	9 THU	9 THU		9 SUN	9 TUE	Easter Sunday	9 WED	9 FRI	9 MON		9 THU	9 MON	9 TUE	9 THU	9 MON	9 TUE	9 THU	9 MON	9 TUE	9 THU	9 MON	9 TUE	9 THU
10 TUE	10 FRI	10 FRI		10 MON	10 WED	Easter Monday	10 THU	10 SAT	10 MON		10 THU	10 MON	10 TUE	10 THU	10 MON	10 TUE	10 THU	10 MON	10 TUE	10 THU	10 MON	10 TUE	10 THU
11 WED	11 SAT	11 SAT		11 TUE	11 THU		11 WED	11 SAT	11 MON		11 THU	11 MON	11 TUE	11 THU	11 MON	11 TUE	11 THU	11 MON	11 TUE	11 THU	11 MON	11 TUE	11 THU
12 THU	12 SUN	12 SUN		12 WED	12 FRI		12 THU	12 SAT	12 MON	Russia: День России	12 WED	12 THU	12 MON	12 TUE	12 THU	12 MON	12 TUE	12 THU	12 MON	12 TUE	12 THU	12 MON	12 TUE
13 FRI	13 MON	13 MON		13 THU	13 SAT	Passover ends	13 WED	13 SAT	13 MON		13 THU	13 MON	13 TUE	13 THU	13 MON	13 TUE	13 THU	13 MON	13 TUE	13 THU	13 MON	13 TUE	13 THU
14 SAT	14 TUE	14 TUE		14 FRI	14 SUN	Mother's Day	14 WED	14 SAT	14 MON		14 THU	14 MON	14 TUE	14 THU	14 MON	14 TUE	14 THU	14 MON	14 TUE	14 THU	14 MON	14 TUE	14 THU
15 SUN	15 WED	15 WED	Parinirvana Day	15 SAT	15 MON		15 WED	15 SAT	15 MON		15 THU	15 MON	15 TUE	15 THU	15 MON	15 TUE	15 THU	15 MON	15 TUE	15 THU	15 MON	15 TUE	15 THU
16 MON	16 THU	16 THU		16 SUN	16 TUE		16 WED	16 SAT	16 MON		16 THU	16 MON	16 TUE	16 THU	16 MON	16 TUE	16 THU	16 MON	16 TUE	16 THU	16 MON	16 TUE	16 THU
17 TUE	17 FRI	17 FRI		17 MON	17 WED	IDAHOBIT	17 THU	17 SAT	17 MON		17 THU	17 MON	17 TUE	17 THU	17 MON	17 TUE	17 THU	17 MON	17 TUE	17 THU	17 MON	17 TUE	17 THU
18 WED	18 SAT	18 SAT		18 TUE	18 THU	Ascension Day	18 WED	18 SAT	18 MON		18 THU	18 MON	18 TUE	18 THU	18 MON	18 TUE	18 THU	18 MON	18 TUE	18 THU	18 MON	18 TUE	18 THU
19 THU	19 SUN	19 SUN		19 WED	19 FRI		19 THU	19 SAT	19 MON		19 THU	19 MON	19 TUE	19 THU	19 MON	19 TUE	19 THU	19 MON	19 TUE	19 THU	19 MON	19 TUE	19 THU
20 FRI	20 MON	20 MON	Day of French Language	20 THU	20 SAT	Day of Chinese Language	20 WED	20 SAT	20 MON		20 THU	20 MON	20 TUE	20 THU	20 MON	20 TUE	20 THU	20 MON	20 TUE	20 THU	20 MON	20 TUE	20 THU
21 SAT	21 TUE	21 TUE	International Day against Racism	21 FRI	21 SUN	Ramadan ends	21 THU	21 SAT	21 MON		21 THU	21 MON	21 TUE	21 THU	21 MON	21 TUE	21 THU	21 MON	21 TUE	21 THU	21 MON	21 TUE	21 THU
22 SUN	22 WED	22 WED	Ramadan begins	22 SAT	22 MON	Earth Day	22 THU	22 SAT	22 MON		22 THU	22 MON	22 TUE	22 THU	22 MON	22 TUE	22 THU	22 MON	22 TUE	22 THU	22 MON	22 TUE	22 THU
23 MON	23 THU	23 THU		23 SUN	23 TUE	Day of Spanish / English Language	23 WED	23 SAT	23 MON		23 THU	23 MON	23 TUE	23 THU	23 MON	23 TUE	23 THU	23 MON	23 TUE	23 THU	23 MON	23 TUE	23 THU
24 TUE	24 FRI	24 FRI		24 MON	24 WED		24 THU	24 SAT	24 MON		24 THU	24 MON	24 TUE	24 THU	24 MON	24 TUE	24 THU	24 MON	24 TUE	24 THU	24 MON	24 TUE	24 THU
25 WED	25 SAT	25 SAT		25 TUE	25 THU	Argentina: Dia de la Revolucion	25 WED	25 SAT	25 MON		25 THU	25 MON	25 TUE	25 THU	25 MON	25 TUE	25 THU	25 MON	25 TUE	25 THU	25 MON	25 TUE	25 THU
26 THU	26 SUN	26 SUN		26 WED	26 FRI	Lesbian Visibility Day	26 THU	26 SAT	26 MON		26 THU	26 MON	26 TUE	26 THU	26 MON	26 TUE	26 THU	26 MON	26 TUE	26 THU	26 MON	26 TUE	26 THU
27 FRI	27 MON	27 MON		27 THU	27 SAT	Girls' and Boys' Day/ South Africa: Freedom Day	27 WED	27 SAT	27 MON		27 THU	27 MON	27 TUE	27 THU	27 MON	27 TUE	27 THU	27 MON	27 TUE	27 THU	27 MON	27 TUE	27 THU
28 SAT	28 TUE	28 TUE		28 FRI	28 SUN	Pentecost	28 THU	28 SAT	28 MON		28 THU	28 MON	28 TUE	28 THU	28 MON	28 TUE	28 THU	28 MON	28 TUE	28 THU	28 MON	28 TUE	28 THU
29 SUN		29 WED		29 SAT	29 MON	Pentecost	29 THU	29 SAT	29 MON		29 THU	29 MON	29 TUE	29 THU	29 MON	29 TUE	29 THU	29 MON	29 TUE	29 THU	29 MON	29 TUE	29 THU
30 MON		30 THU		30 SUN	30 TUE		30 THU	30 SAT	30 MON		30 THU	30 MON	30 TUE	30 THU	30 MON	30 TUE	30 THU	30 MON	30 TUE	30 THU	30 MON	30 TUE	30 THU
31 TUE		31 FRI	International Transgender Day of Visibility		31 WED				31 MON			31 MON	31 TUE				31 TUE						31 SUN

All4People

You have questions or want to talk about it?
Feel free to contact diversity@all4labels.com



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