

Hempel's position on Diversity, Equity and Inclusion

At Hempel, we are committed to developing a diverse workforce. We are a global company and ensuring equal rights and promoting diversity fosters an international mindset. It enables us to attract and retain the best talent, inspires innovation, and equips us to adapt to the varying environments in which we operate around the world.

Diversity, equity, and inclusion is an integral part of our strategy. We are committed to continuing to promote an environment where differences are valued, practices are equitable. Our colleagues should feel the kind of inclusion that allows them to bring their authentic selves to work and contribute their best. We are a socially committed company in support of human rights, respect and dignity for all.

At Hempel, our purpose is to shape a brighter future with sustainable coating solutions. We firmly believe that we will succeed as a business only if we place sustainability at our heart. To deliver on our purpose, we want to develop the full potential of our employees – not only of each individual, but also as a diverse group, sharing common ambitions and values.

To succeed, we need to deliver impactful innovation to grow and stay ahead. Innovation happens when great minds come together and flourish which is most likely to result from an environment with talented people from different backgrounds, cultures, genders, generations and skillsets, etc.

Delivering on our promise

Diversity in our employee population brings diversity of thought which leads to greater innovation and becomes a competitive advantage.

There are so many dimensions of diversity that everyone will likely identify with being part of a minority group at some point in their lives or have a loved one who does. Therefore, our support of diversity benefits all Hempel colleagues.

A key priority for us is to increase the number of women in our leadership and general population measurably over the coming years. By 2025, we target to have 30% women in leadership positions and in our general workforce. In 2022, 40% of new hires were women and we will maintain or increase this in 2023.

Equity is about removing barriers that prevent equality for those in minority groups. Equity is about providing the tools and resources each individual needs to thrive – realising that this does not look the same for everyone. In Hempel, we are committed to using tools, processes and systems that drive equity in the organisation.

We provide accommodations whenever possible, to ensure people of different abilities are able to be successful at Hempel. We also provide flexible benefits to ensure they meet the needs of the individual because sometimes one size does not fit all.

Leadership programme nominations are reviewed to ensure participation is balanced by demographics such as gender, age and nationality.

Our commitment to ensuring equal opportunities and avoiding discrimination in the workplace extends to all global operations. To ensure relevance in all our geographies, this is addressed in a variety of ways at our sites to reflect local or national conditions.

By ensuring an **inclusive culture**, we can leverage the power of our diversity. When people feel included, they feel safe to speak up and contribute their great ideas or admit to mistakes so everyone can learn. When people feel included, they don't feel different for being part of a minority group. They can bring their authentic selves to work and focus their energy on meeting business goals. An inclusive culture is one where everyone is treated with dignity and respect, regardless of their background or personal characteristics.

To foster an inclusive culture, we provide anti-harassment training as well as inclusive leadership training where our people leaders learn tactics to recognise and prevent unconscious bias and create an environment of psychological safety.

We communicate and educate regularly on diversity, equity and inclusion topics to raise awareness of issues faced by minority groups and how colleagues can fully support one another.

Our commitment to stakeholders

Hempel's Executive Group Management is committed to ensuring our culture, processes and systems give all Hempel employees the opportunity to bring their authentic, best selves to work and to fostering an environment where diversity enables excellence.

If you are passionate about Diversity, Equity and Inclusion and would like to share your ideas or get more involved in our agendas in this important area, please contact Laurie Kosek, Head of Inclusion and People Sustainability, or a member of the DEI Council.

If for some reason our colleagues or stakeholders feel we do not live up to our position here, they can file a complaint via the link below.

[EthicsPoint - Hempel A/S](#)