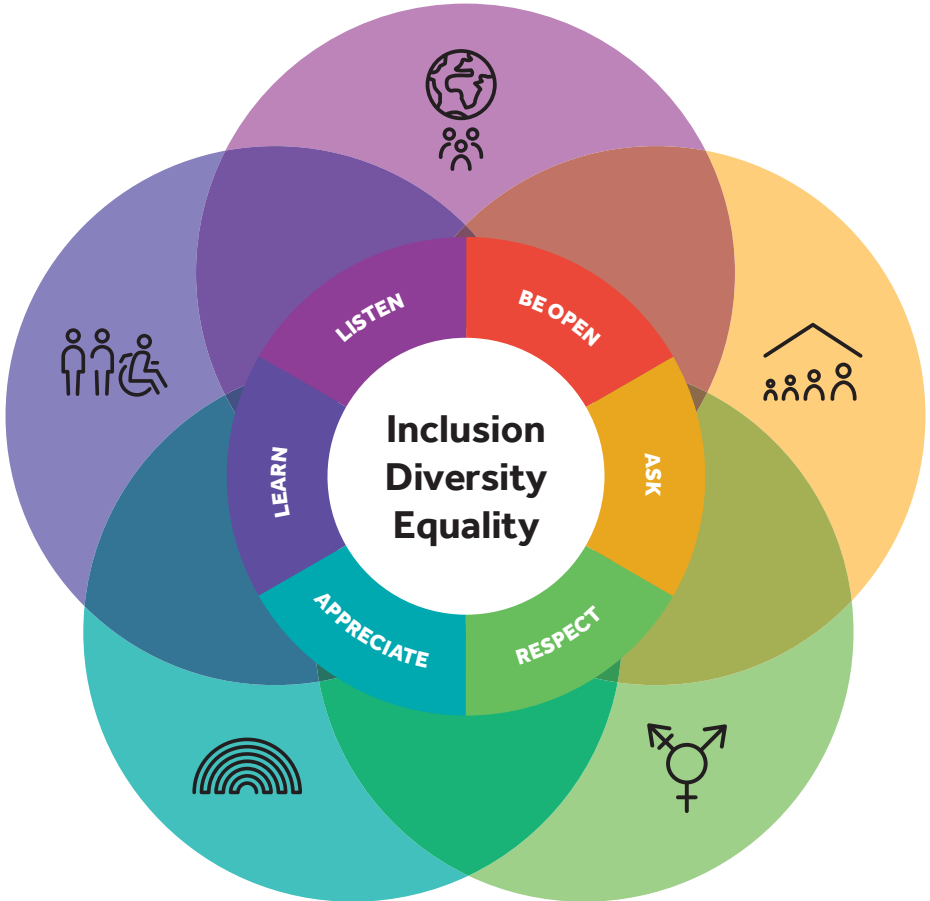


# EveryOne

for Inclusion, Diversity and Equality



**EveryOne** means all of us, every single person who makes up Smurfit Kappa. Each one of us with something unique to give and with hidden talents to offer.

**EveryOne** is our Inclusion, Diversity and Equality Programme, which strives to ensure that each one of us feels included, supported and respected in our daily work.

**EveryOne** asks that we offer equal respect, support and opportunities to each other, in a safe environment, where we can challenge our assumptions, celebrate our differences and keep our minds open every day. We believe that providing this culture will result in a truly inclusive work environment where each and every one of our employees feels a sense of belonging.

We have evolved our **EveryOne** programme to initially focus on five communities: Disability, Family & Age, Gender, LGBTQ+ & Allies and Origin, Race & Ethnicity. To support the delivery of our **EveryOne** ambitions under these five communities we have created an **EveryOne** Council, which will be led by our Group CEO as the Group Executive Sponsor.

The Council will comprise executive sponsors, at Group Executive Committee level, regional community champions, at senior management level, and a global ally network. The Council will be further supported by the Group VP of HR as the Chair and the Group **EveryOne** Lead.

Together we will deliver on our **EveryOne** ambitions and continue to create an inclusive, supportive and respectful work environment at Smurfit Kappa.

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## Our EveryOne Behaviours

A truly inclusive work environment can only exist if we all act in a genuinely inclusive manner. Smurfit Kappa has defined six key behaviours to promote inclusion in our daily interactions with colleagues.



### Be Open

Open yourself up to different people, cultures, traditions, beliefs and ways of life.

### Ask

Ask yourself "what personal biases am I holding?" Challenge your biases by asking your colleagues to share their different opinions and perspectives.

### Respect

Respect everyone for what each person brings to the organisation, cultivating an environment where we all feel we truly belong.

### Appreciate

Appreciate and value your colleagues for who they are. Show them the same respect and acceptance that you expect to be shown to you.

### Learn

Learn and grow through questioning, reflecting and sharing views with your colleagues, embracing their knowledge.

### Listen

Listen to your colleagues who are different to you. Hear their stories and value their lived experiences.

## Our EveryOne Communities

Here are the ambitions of each of the communities our evolved **EveryOne** programme is focusing on:



### Disability

Evolve into an accessible, inclusive organisation, which values and supports **EveryOne** who has a disability whether visible or invisible.



### Family & Age

Recognise all forms of family and appreciate **EveryOne's** lived experience from young to old.



### Gender

Value all genders in the workplace and give **EveryOne** equal opportunities to progress and succeed.



### LGBTQ+ & Allies

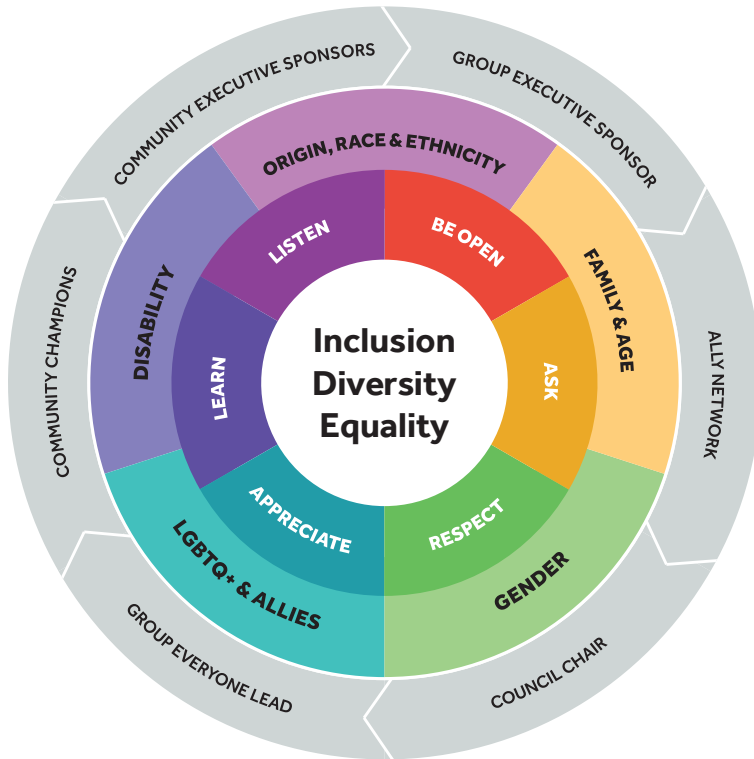
Create a global workforce where all people are equal and where **EveryOne** can belong and thrive regardless of their sexual orientation, gender identity or expression.



### Origin, Race & Ethnicity

Promote an equal workplace for **EveryOne** – people of all origins, races and ethnicities – by mirroring the diversity of the communities in which we operate.

# Our EveryOne Framework



## Inclusion

Inclusion for Smurfit Kappa means providing a truly safe, inclusive environment where we all feel a sense of belonging and encouraged to be our authentic selves at work each day.

## Diversity

Diversity for Smurfit Kappa means appreciating and celebrating the diversity of our cultures, traditions, beliefs, ways of living and seeing the world and encouraging each other to share our different views and perspectives so we can learn from each other's lived experiences.






## Equality

Equality for Smurfit Kappa means offering equal respect, support and opportunities to each other regardless of our ability, age, faith, gender, race, who we choose to love or identify as.

**Our EveryOne  
Council**

# EveryOne

for Inclusion, Diversity and Equality

Group Executive Sponsor		Council Chair		Group EveryOne Lead					
 <b>Disability</b>		 <b>Family &amp; Age</b>		 <b>Gender</b>		 <b>LGBTQ+ &amp; Allies</b>		 <b>Origin, Race &amp; Ethnicity</b>	
Executive Sponsor		Executive Sponsor		Executive Sponsor		Executive Sponsor		Executive Sponsor	
Americas Champion	Europe Champion	Americas Champion	Europe Champion	Americas Champion	Europe Champion	Americas Champion	Europe Champion	Americas Champion	Europe Champion
Ally Network		Ally Network		Ally Network		Ally Network		Ally Network	

If you want more information or you would like to contact us, please email us at [EveryOne@smurfitkappa.com](mailto:EveryOne@smurfitkappa.com)

