

PACCOR'S COMMITMENT TO DIVERSITY AND INCLUSION

Our values guide all our actions, decisions, and behaviors. Every day, we need to take decisions in a highly volatile environment. At the same time, we are diverse coming from various cultural backgrounds with different experiences and we operate in a broad range of markets. That's why our clear values are so important for the future success of PACCOR. One of our main values is diversity.

For us, diversity is not a program or an initiative, but a living reality. Due to our international and virtual work, we are used to working successfully with very different people from different backgrounds. Even more, we think that this is a great advantage in our diversified world.

The diversity of our workforce is a tremendous asset. It is beneficial for all business areas and has positive effects on the sales market, production, customer groups, suppliers, and business partners. Diversity should be present in all company functions – within the production department as well as in strategic management. Our goal is to create a productive environment in which equal rights and opportunities are encouraged, as well as to establish a culture that creates enough room for all employees to unfold their potential and to meet their personal ambitions. By promoting these values, we aim to create a positive work experience that encourages a sense of belonging.

We believe that our workforce should reflect the vast diversity of the communities we serve, and that diverse voices should be elevated and intentionally integrated into our work. We embrace difference and diversity of identity, experience, and thought, and actively strive for inclusive behaviors across our company and our work.

PACCOR unites more than 3,700 employees from nearly 40 different countries. We know that people from various backgrounds, experiences, skills, knowledge, and creativity make the difference. Our commitment to diversity and inclusion is expressed in our Code of Ethics, which clearly states that we respect and value all employees, irrespective of age, gender, race, religion, or sexual orientation. Our employees receive trainings on our Code of Ethics, how to maintain a respectful and inclusive workplace, and how to identify and report potential harassment and discrimination.

Diversity and inclusion are topics that we not only promote through statements but embrace and live through real actions. We maintain standards of performance and conduct in the workplace through the appropriate use of counseling, employee training, and disciplinary actions, which may result up to dismissal. We build and facilitate internal diversity and inclusion networks. We strength our leadership diversity. A very good example is our management team of 5 women and 5 men, with 6 different nationalities, diverse education, and experience backgrounds.

Diversity and inclusion are integral to our mission and are our answer to internal and external changes and a pluralized society which expects employers to be as flexible as pluralized.

ABOUT PACCOR

At PACCOR we create innovative and sustainable packaging solutions for the consumer, food, and foodservice market. Our overall goal is to protect what is worth being protected: our planet, our partners' products, and our employees. We have high expertise in developing and providing valuable rigid plastic packaging products. Our solutions meet current market trends by constantly thinking outside the box. With more than 3,700 dedicated employees in 18 countries, PACCOR is a global player in the packaging industry. Everything we do contributes to the protection and hygienic safety of valuable products. PACCOR leads the transition towards a circular economy. Because we believe this is the best way to achieve real change in the industry and to create shared value for all our stakeholders and society.

More: <https://www.paccor.com/>