

Since 1992 the CANPACK Group has become one of the largest global manufacturers of metal packaging. The Group manufactures aluminium beverage packaging, as well as steel cans for the food industry; easy-open ends; aerosol cans; bottle closures; packaging for the chemical and the cosmetic industries; and glass bottles, as well as services related to the production and recycling of packaging.

CANPACK is committed to creating an inclusive culture amongst its entire workforce and business partners as it strongly believes that promoting a balanced, discrimination free, diverse workforce is in the interest of the business's future success.

Our commitment

CANPACK's aim is to ensure that all employees, business partners (contractors, suppliers and customers) and job applicants are given an equal opportunity to work with us or for us and that our organisation represents the communities in which we are located.

This policy reinforces our commitment to providing equality and fairness to all employees, job applicants and business partners and not providing less favourable treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, gender reassignment, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Targets

CANPACK is committed to ensuring that all employees are given help and encouragement to develop their full potential and utilise their unique talents. We are committed to:

- Maintaining a working environment that promotes dignity and respect for every employee and ensuring that all employees are treated with dignity and respect.
- Maintaining an environment in which differences are recognised and valued.
- Ensuring that training and development is available to 100% of employees.
- Advocating equality in the workplace, which CANPACK believes is good management practice and makes sound business sense.
- Not tolerating any form of intimidation, bullying, or harassment.
- Encouraging employees who feel they have been subject to discrimination or harassment to raise their concerns (in confidence if appropriate) via practices and procedures so that fairness is always maintained CANPACK's existing communication channels.
- Regularly reviewing all of our employment.
- Ensure that from 2022 onwards 100% of employees are aware of CANPACK's Diversity & Inclusion Policy.

Scope of application

This policy applies to all employees working with the CANPACK Group, candidates applying for a position in the Company and business partners cooperating with the CANPACK Group.

Review Mechanism

CANPACK reviews this Diversity and Inclusion Policy, as part of its Sustainability Committee agenda, on an annual basis. This includes reviewing the implementation and effectiveness of the policy and, where necessary, making amendments.

Roles and Responsibilities

This policy is publicly available for all to view and read and expresses our approach explicitly and transparently. It is of particular importance and relevance to CANPACK's employees and business partners (contractors, suppliers and customers). This Policy is fully supported by the senior management of CANPACK. In the interests of clarity and to highlight the importance CANPACK attaches to Diversity and Inclusion, the Chief Executive of CANPACK, Roberto Villaquirán, has been appointed Chief Diversity Officer for the Group.

Each and every employee is not only aware of this policy on diversity and inclusion but also is obligated to comply with its requirements. Our employees are required, where appropriate, to participate in training courses on this subject and report any inconsistencies through our whistleblower or other reporting systems.

Sanctions

Where targets are not met, or where there are breaches in compliance, investigations will take place to establish the root cause, and suitable remedial actions with appropriate timescales will be implemented.

