



Global Diversity and Inclusion Policy

Introduction

The Company of Animals is committed to fostering a culture of diversity, equity, and inclusion (DEI) across our global operations. We believe that a diverse workforce, reflecting a variety of backgrounds, perspectives, and experiences, is essential to our success. By embracing diversity and creating an inclusive environment, we enhance innovation, collaboration, and the well-being of our employees, customers, and partners worldwide.

Scope

This policy applies to all employees, contractors, suppliers, and partners of the Company of Animals, across all locations and regions where we operate. It guides our approach to DEI in recruitment, retention, career development, supplier relations, customer engagement, and overall corporate culture.

Principles of Diversity and Inclusion

Respect and Dignity: We treat all individuals with respect and dignity, regardless of their race, ethnicity, gender, age, disability, religion, sexual orientation, socioeconomic status, or any other characteristic.

Equal Opportunity: We are committed to providing equal opportunities in all aspects of employment, including recruitment, training, promotions, and compensation. Decisions are based on merit, qualifications, and business needs.

Inclusive Culture: We aim to create a work environment where every employee feels valued, included, and empowered to contribute fully. We encourage open dialogue and actively seek out and value diverse perspectives.

Non-Discrimination: We prohibit discrimination, harassment, and any form of unfair treatment based on any characteristic protected by law. This applies to all interactions within the workplace and with external stakeholders.

Cultural Awareness and Sensitivity: We recognize and respect the cultural differences across the regions in which we operate. We promote cultural awareness and sensitivity among our employees to ensure inclusive practices that reflect local contexts.

Commitment to Action

Leadership Accountability: Leaders at all levels are responsible for fostering an inclusive environment and are held accountable for implementing DEI initiatives. This includes leading by example, addressing biases, and ensuring that diversity is a key consideration in all business decisions.

Recruitment and Talent Development: We strive to attract, develop, and retain a diverse workforce. Our recruitment processes are designed to be inclusive and unbiased, and we provide training and development opportunities.



Supplier Diversity: We are committed to working with suppliers who share our values of diversity and inclusion. We actively seek out partnerships with diverse suppliers and encourage inclusivity in our supply chain.

Customer Engagement: We respect and celebrate the diversity of our global customer base. Our products, services, and marketing strategies are designed to be inclusive, meeting the diverse needs and preferences of our customers worldwide.

Continuous Improvement: We are committed to continuous improvement in our DEI practices. We regularly review and assess our policies, programs, and outcomes to ensure they align with our values and business objectives. Feedback from employees, customers, and other stakeholders is actively sought and used to drive progress.

Reporting and Accountability

Grievance Procedures: We provide clear procedures for reporting any incidents of discrimination, harassment, or unfair treatment. All reports are taken seriously, investigated promptly, and addressed with appropriate action.

Training and Education: All employees are provided with ongoing training on diversity, equity, and inclusion. This includes education on unconscious bias, cultural competency, and inclusive leadership.

Conclusion

The Company of Animals is committed to creating a workplace that reflects the diversity of the communities we serve. By embedding diversity and inclusion into our corporate values and business practices, we believe we can better achieve our mission to improve the welfare of animals and enrich the lives of pet families around the world.