

# DIVERSITY AND INCLUSION POLICY



**FirstFarms**

## **I. PURPOSE OF THE POLICY**

The purpose of this policy is to describe how FirstFarms relates to and acts upon to ensure diversity and inclusion across entire organisation.

## **II. KEY PRINCIPLES**

FirstFarms is an international company with employees with different cultures and backgrounds. We believe that diversity and inclusion in our organisation are preconditions and has value for our development and help us to reach our strategic ambition. As a company we are striving to create an open and inclusive organisational culture, where everybody is recognised and respected for who they are. One of our values is Respect. We are committed to conduct business with respect for people and surroundings.

## **III. DIVERSE WORKFORCE**

FirstFarms strives to create an organisation, where employees have different educational backgrounds and experiences, nationality and gender. We believe that it is a fundamental principal for reaching our goals and ambitions.

*Initiatives:* In our recruitment process, we have strong focus on diversity and encourage candidates with different backgrounds to apply.

## **IV. DIVERSITY WITHIN BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT**

FirstFarms strives to compose Board of Directors and Executive Management of members, who have adequate diversity in terms of qualifications and competencies. It is prerequisite that members of the Board of Directors and Executive Management have sufficient collective knowledge, professional competence and experience to be able to understand the company's activities and associated risks.

There have been changes in the composition of FirstFarms A/S's Board of Directors in 2020. During the recruiting of the new members, there was a major focus on diversity within FirstFarms' Board of Directors. FirstFarms has a target that at least 25 percent or at least one member of the company's Board of Directors shall be of the underrepresented gender before 2023. In 2020 FirstFarms achieved that target, as two new members entered FirstFarms' Board of Directors and one of them being female.

Even without setting a new, higher target for the underrepresented gender, the company will strive to increase the proportion of the underrepresented gender in the Board of Directors.

## **V. WOMEN IN THE ORGANISATION**

FirstFarms is working towards increasing the share of female employees in the organisation. The structure of the industry is making it challenging, as farming has always been considered primarily a male occupation. In general, men are over-represented in FirstFarms.

*Initiatives:* In collaboration with different educational institutions and together with career fairs, we are promoting working in farming among young generation of men and women in the communities, where we operate. Moreover, in our recruitment process, we are ensuring a diverse pool of candidates by highlighting inclusiveness in our career and job materials.

## **VI. INCLUSIVE WORKPLACE FREE FOR BULLYING AND DISCRIMINATION**

FirstFarms is committed to provide equal opportunities irrespective of age, gender, race, disability, religion, ethnic background and sexual orientation. Through the communication and open-minded culture in our organisation, we are striving to create an inclusive workplace, where there is no place for bullying and discrimination and where everybody can thrive and succeed. Responsibility and Respect are our common values, which we promote and share.


*Initiatives:* In our Code of Conduct, expectations to FirstFarms as an employer and our employees regarding bullying and discrimination are clearly defined. We do not accept any kind of unethical and

disrespectful behaviour, discrimination, bullying and sexual harassment. All our employees are obliged to promote friendly and respectful behaviour to the colleagues.

FirstFarms strives to have remuneration equal to the median of the local employment markets, we operate in. We strive to offer salary to our employees based on their experience and competencies regardless gender, age or social background.

This internal policy enters into force and effects all companies in the FirstFarms group (Appendix 1).

In Billund, on February 2021

  
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Anders Holger Noergaard

## **APPENDIX 1**

### **Companies in the FirstFarms group**

**FirstFarms A/S**, a Danish joint-stock company, registered with the Trade Registry under the no. CVR 28312504, headquartered in Majsmarken 1, 7190 Billund, Denmark.

**FirstFarms Agra M s.r.o.**, with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 34 122 087, registered in the Commercial Register maintained by the District Court Bratislava I, Section Sro, Insert No. 13205/B, the Slovak republic.

**FirstFarms Mlyn Záhorie a.s.**, with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 34 104 071, registered in the Commercial Register maintained by the District Court Bratislava I, Section Sa, Insert No. 4869/B, the Slovak republic.

**FirstFarms Mast Stupava a.s.**, with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 36 529 401, registered in the Commercial Register maintained by the District Court Bratislava I, Section Sa, Insert No. 2375/B, the Slovak republic.

**FirstFarms s.r.o.**, with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, BIN 35 916 346, registered in the Commercial Register maintained by the District Court Bratislava I, Section Sro, Insert No. 34492/B, the Slovak republic.

**MORAVA AGRO s.r.o.**, with its registered seat at Vinohrádok 5741, Malacky 901 01, the Slovak Republic, Id. Nr. (IČO): 35 920 653, registered in the Business register of the District Court Bratislava I., Section Sro, Insert No.: 34880/B, the Slovak Republic.

**Obilná s.r.o.** with its registered seat at Vinohrádok 5741, Malacky 901 01 the Slovak Republic, Id. Nr. (IČO): 54 084 438, registered in the Business register of District Court Bratislava I., Section Sro, Insert No.: 145035/B, the Slovak Republic.

**FirstFarms Gabčíkovo, s.r.o.**, with its registered seat at Patašská 586 Gabčíkovo 930 05, Company ID no.: 35 844 761, registered with Commercial Register of the District Court Trnava Section: Sro, entry no.: 15266/T, the Slovak republic.

**Gabčíkovo City land, s.r.o.** with its registered seat at Patašská 586 Gabčíkovo 930 05, Company ID no.: 36 264 881, registered with Commercial Register of the District Court Trnava Section: Sro, entry no.: 15353/T, the Slovak republic.

**FirstFarms Granero, s.r.o.** with its registered seat at Vlasatice 419, 691 30 Vlasatice, BIN 454 78 295, recorded with the Commercial register maintained by the Regional court Brno, Section C, Insert No. 5080, Czech Republic.

**FirstFarms Hungary Kft.** with its registered seat at H-5932 Gádosros, Tanya 1, recorded with the Commercial register maintained by Békés Megyei Bíróság, Hungary, Insert No. 04-09-005726, Tax number: 12851157-2-04, Hungary.

**FirstFarms Agro East s.r.l.** with its registered seat at Surdila Greci, Garii Street, no. 1, Braila registered with the Trade Registry under reference number J09/220/2009 Braila, unique registration code (CUI) RO 15104360, Romania.

**FirstFarms SRL**, with its headquarter at Calea Sagului nr. 219, Com. Giroc, Loc. Chisoda 307221, Jud. Timis, registered at ORC J09/349/2012, fiscal code RO 21795228, Romania.

**AISM SRL**, with its headquarter at Str. Corneliu Coposu, nr. 2, Et. 3, Ap. 21, Jud. Satu Mare, registered at ORC J30/192/2006, fiscal code RO 18429294, Romania.