



MarleySpoon

Diversity Equity and Inclusion Policy

Name	Section/Page Number	Version	Date Issued	Review Date	Authorised by
DEI - Policy Global	1	V1	December 2021	Dec 2023	Supervisory Board

1 Purpose

The Company's vision is to grow from start-up to multiple-brand company by building global direct-to-consumer brands that delight our customers and solve their day-to-day problems in a personalized and sustainable way. Having these ambitious goals requires a diverse and inclusive approach in all aspects of the business to drive innovation. The Company is committed to developing and maintaining an inclusive workplace that embraces and celebrates diversity. Marley Spoon recognises that diversity improves its ability to attract, motivate & engage, develop & retain the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business. The Company's principles and values reflect its commitment to creating an inclusive and great place to work, where each individual is valued for their uniqueness. The commitment to this policy contributes to achieving the Company's objectives and embeds the importance and value of diversity within the culture of the Company.

This Diversity, Equity & Inclusion Policy (**Policy**) is intended to set out the guiding principles and practices which underpin the Company's approach to developing and maintaining a diverse workplace.

2 To whom does this policy apply?

This Policy applies to all Company employees, contractors and consultants (referred to in this Policy as team members) across all of Marley Spoon AG and its subsidiaries (the Company). In the event of collaborating with recruitment agencies, the Company requires those external partners to adhere to this Policy.

In the event a legal obligation imposes a higher standard or requirement on the Company, the legal obligation will prevail over this Policy. If, in performing duties under this Policy, you complied with a legal obligation that was inconsistent with this policy, you should report this inconsistency to your local People & Culture Team, a member of the Management Board and the Head of People & Culture.

3 Policy

3.1. Diversity at all levels

The Company is an Equal Opportunity Employer and does not discriminate against any employee or applicant for employment because of their race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, status as a veteran or disability. At the Company, we want to help everyone find their place in the world. This means we continually celebrate the diverse community that different individuals cultivate. As an Equal Opportunity Employer, we stay true to our mission by ensuring that our place can be anyone's place.

3.2. Principles

The Company will demonstrate its commitment to diversity and inclusion within the workplace by focusing on:

- **Diversity** – all the ways in which people differ
- **Inclusion** – a variety of people have decision making-authority, but commit to fostering an inclusive workplace where all individuals are empowered to have a voice, grow, thrive, and

feel included and a sense belonging, enabled by inclusive leadership, a flexible working culture, building and maintaining a safe work environment and a 'speak up' culture. Team members who are passionate about these topics are encouraged and empowered to run Employee Resource Groups to drive the Company's culture on Diversity, Equity & Inclusion constantly forward;

- **Equity** – fair treatment, access, and opportunity to advance for all people. Empowering our team members to access and enjoy the same opportunities to build great careers at the Company while providing equal access to training & development opportunities.
- **Accessibility** – improving the accessibility (physical or otherwise) of our facilities and offices, sites, workplaces and digital platforms for team members and contractors and customers with a disability (temporary or permanent);
- **Flexible Working** – embracing employee differences including lifestyle, and assisting employees to maintain a healthy and holistic balance between work, family, domestic responsibilities and other commitments, activities and interests. This includes offering flexible work practices to meet the differing needs of our employees in the context of business requirements.;
- **Pride** – enabling our LGBTQI+ community to be their authentic selves and grow with the Company.

3.3 Measurable objectives

The Company's commitment to demonstrating diversity, equity and inclusion in the workplace will be reported by:

- publicly sharing diversity, equity and inclusion targets and reporting our performance against those targets; and
- transparently reporting on diversity, equity and inclusion for compliance and continuous improvement including but not limited to gender.

4 Accountabilities

All diversity and inclusion programs, initiatives and progress will be monitored and reported by the Company. Performance against objectives will be reviewed annually by the Management Board, as part of its annual review of the effectiveness of this Policy. The Management Board will include in the Annual Report each year:

- a) a summary of the Company's progress towards achieving the measurable objectives set under this Policy for the year to which the Annual Report relates; and
- b) details of the measurable objectives set under this Policy for the subsequent financial year.

Team Leads are accountable for:

- creating and maintaining an inclusive workplace demonstrating inclusive behaviors and communicating their commitment to the principles set out in this Policy;
- minimising bias in relation to decision making and ensuring consistency of approach; and
- ensuring their teams adhere to the principles set out in this Policy and relevant Company policies, including the Code of Conduct.

Team members are accountable for:

- contributing to, and maintaining, an inclusive workplace; and
- respecting the diversity of others and demonstrating inclusion through the Company's values and adherence to our Code of Conduct.

5. Unacceptable behaviour

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation or any inappropriate behaviour that is deemed unacceptable cannot and will not be tolerated and appropriate action will be taken.

6. Steps we are taking and measurable objectives

The Company is committed to an inclusive workplace that embraces and promotes diversity, equity and inclusion as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business.

Initiatives and areas of focus include:

- a) compiling information about our diversity demographics;
- b) maintaining our strong representation of women in senior management positions and on the Management Board as well as the Supervisory Board; and
- c) making the recruitment process accessible to all candidates by advertising positions both broadly and in specific publications avoiding unconscious biases;
- d) designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees that, over time, will prepare them for senior management positions.
- e) Educating our team members continuously on a fair, inclusive, transparent, and equal evaluation processes (recruitment & performance reviews) and actively fostering inclusive leadership behaviors
- f) Offering training & development opportunities around inclusive leadership & unconscious biases

7. Gender representation review

On an annual basis, the Management Board will review the workforce representation by gender on a Company-wide level, within senior management positions and on the Management & Supervisory Boards.

8. Disclosure of Policy

A summary of this Policy and the Company's achievement of the Policy's objectives will be disclosed in the Company's Corporate Governance Statement. The Company will disclose in its Annual Report the gender composition of its workforce as a whole, in senior management and on the Management Board and Supervisory Board.

9. Review of Policy

The Management Board is responsible for the review and oversight of this Policy.

Management will periodically:

- a) review: (i) the effectiveness of this Policy, its objectives and the strategies to achieve the objectives; and (ii) the division of responsibilities and accountability for developing and implementing diversity, equity and inclusion initiatives across the organisation; and
- b) report to the Supervisory Board on the outcomes of its review, including any recommendations for change to those strategies or the way in which they are implemented.