

Diversity Policy

Principles

Cibus Sustainability Policy and Corporate Responsibility states that Cibus shall align its business with the ten principles of UN Global Compact, UN Guiding principles on Business and Human Rights, as well as international bill of human rights which among other consist of international conventions of human rights and labor rights. For the area of employment, the UN Global Compact has four principles:

- Companies must ensure that freedom of association is maintained and support the right to collective agreements,
- abolish all forms of forced labor,
- abolish child labor, and
- follow the principle of non-discrimination in employment and professional life.

The basis of this policy is that diversity promotes innovation, creativity, growth and profitability.

Cibus diversity policy applies to employees, management and the Board.

Work for diversity

Cibus must pay special attention to the advantage of diversity and breadth among its employees, in management and the board, and strive for gender equality.

All employees must be treated with dignity and respect and offered an opportunity to develop in their careers.

All employees will be recruited, selected, evaluated, and promoted based on objective criteria without regard to their gender, marital status or parental status, ethnic or national origin, sexual orientation, religious beliefs, political affiliation, age, disability or other categories such as protected by applicable laws.

This policy shall be interpreted and applied in the light of Cibus Sustainability policy, Corporate Social Responsibility and Code of Conduct as well as the legislation on gender equality or diversity that is in force at the respective time.