Inclusion
Diversity
Equality
**EveryOne** means all of us, every single person who makes up Smurfit Kappa. Each one of us with something unique to give and with hidden talents to offer.

**EveryOne** is our Inclusion, Diversity and Equality Programme, which strives to ensure that each one of us feels included, supported and respected in our daily work. **EveryOne** asks that we offer equal respect, support and opportunities to each other, in a safe environment, where we can challenge our assumptions, celebrate our differences and keep our minds open every day. We believe that providing this culture will result in a truly inclusive work environment where each and every one of our employees feels a sense of belonging.

We have evolved our **EveryOne** programme to initially focus on five communities: Disability, Family & Age, Gender, LGBTQ+ & Allies and Origin, Race & Ethnicity. To support the delivery of our **EveryOne** ambitions under these five communities we have created an **EveryOne** Council, which will be led by our Group CEO as the Group Executive Sponsor.

The Council will comprise executive sponsors, at Group Executive Committee level, regional community champions, at senior management level, and a global ally network. The Council will be further supported by the Group VP of HR as the Chair and the Group **EveryOne** Lead.

Together we will deliver on our **EveryOne** ambitions and continue to create an inclusive, supportive and respectful work environment at Smurfit Kappa.
A truly inclusive work environment can only exist if we all act in a genuinely inclusive manner. Smurfit Kappa has defined six key behaviours to promote inclusion in our daily interactions with colleagues.

**Our EveryOne Behaviours**

1. **Respect**
   - Respect everyone for what each person brings to the organisation, cultivating an environment where we all feel we truly belong.

2. **Appreciate**
   - Appreciate and value your colleagues for who they are. Show them the same respect and acceptance that you expect to be shown to you.

3. **Be Open**
   - Open yourself up to different people, cultures, traditions, beliefs and ways of life.

4. **Ask**
   - Ask yourself “what personal biases am I holding?” Challenge your biases by asking your colleagues to share their different opinions and perspectives.

5. **Learn**
   - Learn and grow through questioning, reflecting and sharing views with your colleagues, embracing their knowledge.

6. **Listen**
   - Listen to your colleagues who are different to you. Hear their stories and value their lived experiences.

7. **Respect**
   - Respect everyone for what each person brings to the organisation, cultivating an environment where we all feel we truly belong.
Our EveryOne Communities

Here are the ambitions of each of the communities our evolved EveryOne programme is focusing on:

**Disability**
Evolve into an accessible, inclusive organisation, which values and supports EveryOne who has a disability whether visible or invisible.

**Gender**
Value all genders in the workplace and give EveryOne equal opportunities to progress and succeed.

**Family & Age**
Recognise all forms of family and appreciate EveryOne’s lived experience from young to old.

**LGBTQ+ & Allies**
Create a global workforce where all people are equal and where EveryOne can belong and thrive regardless of their sexual orientation, gender identity or expression.

**Origin, Race & Ethnicity**
Promote an equal workplace for EveryOne – people of all origins, races and ethnicities – by mirroring the diversity of the communities in which we operate.
Inclusion
Inclusion for Smurfit Kappa means providing a truly safe, inclusive environment where we all feel a sense of belonging and encouraged to be our authentic selves at work each day.

Diversity
Diversity for Smurfit Kappa means appreciating and celebrating the diversity of our cultures, traditions, beliefs, ways of living and seeing the world and encouraging each other to share our different views and perspectives so we can learn from each other’s lived experiences.

Equality
Equality for Smurfit Kappa means offering equal respect, support and opportunities to each other regardless of our ability, age, faith, gender, race, who we choose to love or identify as.
Our EveryOne Council

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If you want more information or you would like to contact us, please email us at **EveryOne@smurfitkappa.com**