

WE ARE ALL *Suntorians*

DIVERSITY, EQUITY & INCLUSION

We will courageously embrace diversity and bring together our individual uniqueness.

Let's be bold, be curious and the best we can all be for our colleagues, consumers and society.

OUR SBFE DE&I PLEDGE

At SBFE our vision is Growing for Good. We can only achieve this if we have a diverse and equitable workplace and an inclusive working culture (DE&I) where everyone can bring their authentic self to work.

THE WHAT.

DE&I is about the composition of our workforce and supply chain, the experience people have within our organisation and the way our brands operate in society, innovate and communicate. Inspired by our Founders Attributes our mission is to create a company where everyone is welcome, treated fairly, made part of our community and supported to thrive.

THE WHY.

Pursuing our DE&I mission will make us better connected, stronger and happier as a community, and will benefit our employees, our business and our brands. We also hope it will make a step towards creating a more equitable and inclusive world.

THE HOW.

With humble determination we will work to create a more diverse, equitable and inclusive organisation – this is a commitment that we enter into with our employees and partners, for the long term. We will be authentic, listen, take action, iterate and collaborate with others to create a more inclusive experience and fairer outcomes for everyone associated with our business.

Our action will include delivering training, refreshing our policies, and providing space and support for our employees to contribute to our shared agenda. We will also make our expectations and our commitments as an organisation, clear for everyone so we can move forward together.