

Zentiva - Diversity and Inclusion Policy

Zentiva is a fast growing European medicines company. As a team of 4500 people working across 30 countries we are committed to improving the health of millions of people across geographic Europe and beyond through the supply of high quality affordable prescription medicines and consumer brands.

At Zentiva we are building a diverse and inclusive workplace where everyone can be their true selves and contribute to the best of their ability. We acknowledge that everyone has different needs, experiences and opportunities. We are proud of the incredible commitment and dedication of the Zentiva team and believe that our diversity is a source of great energy and strength.

Our commitment to diversity and inclusion is an integral part of our 6 “SuperPowerZ” (our values and behaviours) established in 2019, our first year as a new independent Company. At Zentiva we work every-day to be “Inclusive” such that: “We are open, accepting and encourage all to contribute their best. We value diversity and build on each other strengths.”

Furthermore our policy is based on Equity and Belonging. Zentiva team members will be fairly and equitably treated, always with dignity and respect. We do not accept any form of harassment discrimination, retaliation, intimidation, humiliation, bullying, unfair treatment or inappropriate behaviour. We will work to educate and inform all the Zentiva team to ensure we live up to our commitments and have HR policies to address any failures that may occur.

We have achieved gender balance in our management team but know there is more to do at the board level of our Company. 45% of management positions are held by female leaders with 54% of the total employee base being female. The gender balance data is updated regularly on our website.

The sense of Belonging comes from the active engagement of our teams with the mission of Zentiva, the welcoming and positive work environments we have created, the flexibility we are integrating in to our work practices, the active listening to our teams each day, each week and each year through our engagement surveys and through linking together to make a broader societal impact as individuals and team through our #WeHelpOthers and our Sustainability programme.

Zentiva is committed to building a great medicines company and our Diversity and Inclusion policy is connected to our Code of Ethics, our SuperPowerZ our HR policies and is in our DNA. The progress of the company is overseen by the Zentiva Executive Committee.

Nick Haggard
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