

To all Colleagues

Building On Our Strong Foundations with Diversity, Equity and Inclusion

The environment we operate in is constantly changing, Sonoco is not the same today as it was 5 or 10 years ago. The world around has changed and will continue to change, and we need to change with it. One thing that is constant is the longevity of Sonoco and to ensure we are here for another 100 years we need to build on our strong foundations with diversity, equity and inclusion in mind.

Why Diversity, Equity and Inclusion?

Diversity, equity, and inclusion is important for our business, because having a variety of people from different backgrounds and cultures when included provides a balance of voices, perspectives and diversity of thought which has been proven to drive innovation, accelerate growth, better decisions with good outcomes and increase profit margins.

The more we reflect the communities we serve and the more inclusive we are, strengthens our ability to attract, retain and grow talent, and better understand and meet our customers' needs both now and in the future.

Where are we now?

What makes our business great is our people. Sonoco Europe is a diverse business and by its nature we enjoy a unique blend of diversity with nearly 4000 employees in Europe across 62 locations and 18 European countries speaking an exciting 15 "mother tongue" languages plus many more.

We are diverse, but how inclusive are we? How well are we leaning into the diverse talent that we have? Do individuals feel welcome across all parts of our business? Is everyone able to be themselves? Is everyone able to fulfil their potential and thrive? Are we letting bias hold others back? We don't know the answers, but we are starting a journey to find out.

What we do here has to be more than a tick box exercise, more than just focusing on gender diversity but focused on creating a community which is inclusive and included more widely.

Where do we want to be?...An Inclusive Europe

What binds us together and motivates us to continue to make Sonoco Europe the great business it is today, is our purpose, our values of, Integrity, Respect, Service, Teamwork and Accountability. Our ambition is to build on these strong foundations, ensure our values are more than words, but are felt, seen, and heard by everyone for an environment where everyone at Sonoco Europe feels included and accepted for who they are.

It's about everybody...Your Voice Matters

Creating the inclusive culture we desire is going to take all of us working together, it is going to require action, and it requires a movement led by leaders and bought to life by all of us.

We want to ensure everyone can have a voice and shape our actions after all it's you, our people who will tell us what we really need to do to Build our Future Inclusively.

We hope you are ready for the journey, as the change starts from now.

Our first ever diversity, equity, and inclusion survey for Europe, is called Your Voice Matters, and it truly does.

The purpose of the survey

We've designed it to find out how near or far we are from our ambition to be a more inclusive Europe, which has our values at the heart of all we do, where everyone feels respected, valued and supported for who they are and the value they bring.

It's really important to understand your views, so we can make changes and improvements and create the action to move us forward.

We strongly encourage you to contribute; we're looking to gather as much feedback as we can about the collective experience across Sonoco Europe. This is your opportunity to be totally open and honest and tell us what's working and what isn't. Everything you say will stay completely confidential and your response will go directly into the survey anonymously with results being shared as a collective set of responses at a country and business level.

Important dates

The survey is open from 1/6/2023 until 21/7/2023, so please take 15-minutes to complete it before then.

Once we have collated all the responses, we will share the main findings with you so we can start developing actions

- Detailed results interpretation: **July to October 2023**
- Headline feedback – the main survey findings: **October 2023**
- Action Planning Sessions: **November to December 2023**
- Sharing final Action Plans: **December 2023 – January 2024**

So please tell us what you really think.

The Survey is now open!

Sincerely,



Adam Wood,
*Vice President and General Manager
Global Paper Products Europe*



Francesco Giannolo,
*Vice President and General Manager
Consumer Europe*

“In our aspiration to make Sonoco Europe a “Great” Business we must ensure we live and breathe the behaviours which value everyone from every walk of life from sexual orientation, physical or mental disabilities, family background, ethnicity, race, gender to religion to personal beliefs. Inclusion is evident when all our people feel valued, respected, and supported for who they are, the contributions and expertise they bring to the table, feel safe to have an opinion and free to voice it even when its different from others. When a community welcomes all of those things this is “true diversity of thought”. **Francesco Giannolo, Vice President and General Manager Consumer Europe**

“We need to create an inclusive workplace that embraces difference where all can be themselves and thrive. Not just because it’s the right thing to do, but because the future success of our company and our ability to serve our diverse customers depends upon it.” **Adam Wood, Vice President and General Manager Global Paper Products Europe**

“A focus on Diversity, Equity and Inclusion ensures we have a culture that is inclusive of everyone. It welcomes innovation, creativity, progress, and diversity of thought. A place where everyone who joins feels they have opportunities to succeed, grow, they’re voices are heard, are represented, and celebrated” **Kirsty Bark, Global HR Business Partner RPC**

Scan the QR Code to access the survey.

