



June 10, 2020

## Colorcon Diversity Message

Hundreds of thousands of people in the United States have been protesting injustice and racism through public demonstrations. The protests have expanded to many other countries around the world. Colorcon as a company actively supports these on-going discussions around the race-related issues - being “neutral” is not enough. Instead, we need to ensure that Colorcon offers a “safe haven” against racism and discrimination to all employees regardless of their race and skin color.

Every Colorcon employee has a right to feel **safe, included, respected and cared for** at our workplaces as part of our commitment to the “Golden Rule” operating principle.

Colorcon is committed to fighting against racism and discrimination wherever and however it may exist. We must “walk the talk” when we say that we are an equal opportunity employer who does not discriminate against any employee based on race, color, or national origin. All employees of Colorcon have the right to work in an environment that is free from all forms of discrimination, including harassment. I would also like to remind all employees of our “Honor Code” (presented in Colorcon’s *Guidelines for Excellence*) which is a clear declaration of our organizational commitment to these guiding principles.

However, we should not be tempted to rest on the laurels of our diversity statements, and we have room to “Keep Getting Better”. I encourage company-wide discussion on how to ensure that our employees of any background do not perceive our working environments to be biased against them. I believe we can strengthen our inclusiveness and engagement, which not only allows everyone to safely address their concerns, but which also takes a more proactive approach to promote equity and justice and activate meaningful change.

Management at all levels has an obligation to provide support and facilitation to resolve employees’ concerns. Employees should report possible discrimination, harassment and racism-related incidents to their manager as the first line of problem resolution. Employees are additionally empowered with unlimited access to Colorcon executives outside of the direct reporting line if they cannot have their concerns addressed through normal channels. I strongly encourage employees to seek these alternatives including reaching out to me if you are not happy with our treatment of you as an employee.

Colorcon is a successful company thanks to its diverse workforce. We value differences and see them as a richness. We are also citizens of the world and behave with respect for all countries in which we operate. I thank you for your hard work and dedication and ask you to be safe during these unusual times.

**Martti Hedman, CEO**

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