



Everyone

For An Inclusive Workplace

Smurfit Westrock strives to be a company where everyone will genuinely belong, be respected, valued and can do their best work. Diversity is the one thing we have in common and is a competitive advantage.

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

EveryOne is our Inclusive Workplace program, which strives to ensure that each one of us feels included, supported and respected in our daily work.

EveryOne asks that we offer 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 fostering this culture will result in a truly inclusive work environment where each one of our employees feels a sense of belonging.

Our **EveryOne** program includes a focus on four broad global Communities:

- Race, Ethnicity and Origin & Allies,
- LGBTQ+ & Allies,
- Life Experiences & Allies, and
- Gender & Allies.

To support the delivery of our **EveryOne** ambitions across our diverse workforce, we have executive sponsorship from our President and CEO and our Chief Human Resources Officer. The efforts will be led by our Chief Inclusion & Diversity Officer.

Sponsorship of our four Communities and Employee Resource Groups will be comprised of passionate leaders at the at the global and regional levels.

Together we will deliver on our **EveryOne** ambitions and continue to create an inclusive, supportive and respectful work environment at Smurfit Westrock.

EveryOne

For An Inclusive Workplace

EveryOne | Inclusive Workplace

Creating an inclusive workplace means appreciating and celebrating our different cultures, traditions, beliefs, ways of living and views of the world. It's encouraging each other to share our different views and perspectives so we can learn from each other's lived experiences.



We aspire to be competitive and to attract talent as diverse and broad-reaching as the communities and customers that we serve across our global footprint. This means recognizing and providing the support needed to ensure fair and equal access to opportunities and experiences, regardless of our race, color, religion, sex, national origin, disability, protected veteran status or other differences.

At Smurfit Westrock, Inclusion is about creating a genuinely safe environment where EveryOne feels valued, respected, included, and empowered to contribute our best every day.

Belonging is about creating an environment where employees can bring their authentic selves to work each day, aiming to enhance engagement and strengthen connections.

EveryOne | Behaviors

A truly inclusive work environment can only exist if we all act in a genuinely inclusive manner. We have defined six key behaviors to promote inclusion in our daily interactions with colleagues.



Be Open

Open yourself up to different people, cultures, traditions, beliefs and ways of life.

Ask

Ask yourself, "what personal biases am I holding?" Challenge your biases by asking your colleagues to share their different opinions and perspectives.

Respect

Respect **EveryOne** for what each person brings to the organization, cultivating an environment where we all feel we truly belong.

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.

Learn

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

Listen

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

EveryOne | Communities

Our **EveryOne** program is structured around four broad global Communities. Each Community has an executive sponsor whose role is to advise, counsel and coach the Communities.

Our four Communities include (but are not limited to):

Race, Ethnicity and Origin & Allies

Promotes an equal workplace for **EveryOne** – people of all races, ethnicities and origins by mirroring the diversity of the Communities in which we operate.

LGBTQ+ & Allies

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

Life Experiences & Allies

Recognizes the value of and ensures support for the different life experiences of **EveryOne**, including those with visible or invisible disabilities, veterans, and early career talent.

Gender & Allies

Values all genders in the workplace and gives **EveryOne** the equal opportunities to progress and succeed.

EveryOne Global Executive Support

Tony Smurfit

President & Chief Executive Officer

Gillian Carson-Callan

Chief Human Resources Officer

EveryOne Global Chair

Stephanie White

Chief Inclusion and Diversity Officer

Global Communities

Global executive sponsor for each Community

Race, Ethnicity and Origin & Allies

Angela Dotson

Chief Litigation, Employment & Deputy General Counsel

LGBTQ+ & Allies

David Upton

Chief Operating Officer, Consumer Packaging Europe

Life Experiences & Allies

Diane Schwarz

Chief Information Officer

Gender & Allies

Ken Bowles

EVP & Chief Financial Officer

EveryOne | Employee Resource Groups

Our Employee Resource Groups (ERGs) operate at a regional level and integrate into one of our four global Communities. These employee-led groups provide networking, mentorship, advocacy and professional development opportunities within their respective focus areas and are tailored to address local inclusion needs. They also provide platforms for employees to connect, share and celebrate experiences, and promote a culture of inclusion within their specific regions. Regional executive co-sponsors are dedicated to each group and include employee-appointed co-leads.

Each ERG is aligned with one of the broader Communities to ensure strategic impact and include:

Regional Employee Resource Groups			
Executive co-sponsor and co-leads within each region for each existing ERG			
North America			
African American/Black & Allies OLA & Allies (Hispanic, Latin X)	Pride & Allies	People with Disabilities & Caregivers Early Career & Allies VET & Allies	Women & Allies
EMEA & APAC			
REO & Allies (Race, Ethnicity, Origin)	LGBTQ+ & Allies	People with Disabilities & Caregivers Young Persons Network & Allies	Women & Allies Men & Allies
LATAM			
REO & Allies (Race, Ethnicity, Origin)	LGBTQ+ & Allies	Diverse Support & Emerging Professionals People with Disabilities & Caregivers Early Careers	Women & Allies Men & Allies

The global executive sponsors and the regional executive co-sponsors form the **EveryOne** Forum. The Forum is a governing structure dedicated to leading, guiding and advising on fostering a culture of inclusion.

Together, we are building a stronger, more inclusive future for **EveryOne**.

For more information, please email EveryOne@smurfitwestrock.com.