

# OUR DIVERSITY & INCLUSION

## MANIFESTO

### WE BLEND FOR BETTER

We are a community of single origins united into a perfect blend. That's what we are: humans enriching one another by our mutual diversities.

### INCLUSION NOT ACCEPTANCE

Everyone should feel unique and part of the amazing blend we form together.

### FREE AND SAFE

We want to build a place where each one of us is safe and free to express thoughts and feelings. We treasure uniqueness; openness is our endeavour.

### EQUITY IS MORE THAN EQUALITY

Each person should have the resources and opportunities they need to fulfil their purpose.

### SKILLS ARE VALUES

Everybody should be granted access to opportunities to grow, based exclusively on skills and capabilities.

### ALLIANCE

We believe that allyship is the way to fight underrepresentation and underprivilege. We will support our colleagues, allowing them to shine through respect, care, and heed.

## GAP FREE

We are committed to shaping and nurturing a gap free organisation that aims to end any form of discrimination based on stereotypes and unconscious bias. Our coffee is the driver that helps **awaken a better world every morning**. We root our conduct in Authenticity, Passion for Excellence, Inventiveness, and Responsibility in order to have a positive impact on a thriving society.

**WE ARE OPEN, AND YOU ARE WELCOME!**