

Our Policies

Board Diversity Policy

July 2023

ESG

ZENTIVA

At Zentiva, we live diversity.

We are proud of our diverse work environment. We respect uniqueness of every person and encourage everyone to be their true selves because we believe that authenticity and diversity is a source of great energy and strength.

At Zentiva, we want to make sure that our company is managed by people who are properly selected based on their competency and skills. We believe that diversity in company's boards adds value to our management through differences in perspective and experience. Therefore, the following criteria shall be used during nomination processes to Zentiva's boards:

Gender

We champion gender equality and actively work to avoid any significant gender imbalance. Gender diversity enables us to assess problems from different points of view and to better understand our patients' needs. We continuously work to increase proportion of women in leadership positions and aim to have balanced boards in terms of gender. We never favour based on gender.

Age

At Zentiva, we highly appreciate professional and life experiences, however, we also listen to the voice of youth. We support our young talents in their professional development and help them to prepare for their future leadership roles. We believe that an effective talent management allows for a consistent development of our company. When nominating a board member, we look at what can the individual bring to the board and never discriminate based on age.

Industry experience

In order to efficiently lead the company, the board members should have the right industry and management experience. Thus, Zentiva boards shall be composed by members having appropriate work experience acquired in the healthcare industry and/or by way of their function(s) in management or academical research. Diversity in industry experience should be taken into account when composing Zentiva Board in order to represent company's key sectors.

Race, nationality and cultural background

We aim to ensure that board members have adequate knowledge of our target markets. We believe that having board members with rich cultural backgrounds can help us to better understand local specifics and operational standards on our target markets. By fostering racial diversity across the company, we aim to challenge biases and promote culture of equity. We are committed to maintain diverse Zentiva's Board in terms of nationality, race and cultural background while considering geographical footprint of our company.



Kieran Murphy
Chairman of the Board