

West Pharmaceutical Services, Inc. Diversity and Inclusion Statement

Commitment

At West, we recognize and value the diverse spectrum of people who make up our Company. It is key to our success. We encourage a culture of mutual respect in which everyone understands and values the similarities and differences among our employees, customers, communities and other stakeholders.

We strive to create and maintain a workplace rich with diverse people, talent and ideas in order to deliver on our promise of a healthier world. We are dedicated to building an inclusive workforce and workplace where all team members are respected, can bring their authentic self to work and are enabled to achieve their career aspirations.

The Company prohibits and will not tolerate discrimination or harassment for any reason and especially because of age, race, color, religion, sex, national origin, physical or mental disability, genetic information, gender identity or expression, sexual orientation, active military or veteran status, and any other protected characteristic under any national, state or local law or Company policy.

West is committed to:

- Building and maintaining a diverse workplace of mutual respect that is free of harassment and discrimination. Harassment and discrimination in any form is not acceptable and will not be tolerated in the conduct of our business, whether in West facilities or outside West facilities
- Maintaining a workplace free of any sexual harassment. Sexual harassment is one type of harassment and violates West policy. It can include unwelcome sexual advances, requests for sexual favors, unwelcome flirtations, or other unwanted verbal or physical contact of a sexual nature.
- Maintaining a work environment free from violence, threats of violence, intimidation or other disruptive behavior. West will not tolerate acts or threats of violence, including verbal or physical threats, intimidation, harassment or coercion. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action (up to and including termination), criminal penalties or both.
- Conducting regular, planned training to all employees on diversity, inclusion, anti-harassment and discrimination and mutual respect.