



## Ingredion named as a Top Employer 2024 in Germany and the UK

02/23/24

Ingredion's commitment to creating an 'inclusive and supportive work environment' has seen it recognized as a Top Employer in the UK and Germany.

This is the second year that the Company has seen its approach to employment excellence rewarded with the Top Employer accolade for both countries.

Being certified as a Top Employer recognizes an organization's dedication to creating a better world of work, demonstrated through a commitment to excellent human resources policies and people practices.

Mike O'Riordan, senior vice president of texture and healthful solutions for EMEA and Asia Pacific, said: "At Ingredion, we believe our people are our greatest asset, and we are dedicated to fostering a workplace culture that supports their growth, values diversity, and encourages innovation. I am incredibly proud of our team's effort to create a positive and dynamic work environment."

In Europe, Ingredion demonstrates its commitment to its values through an inclusive and supportive workplace and several dedicated programs, including having access to a range of well-being initiatives, such as an employee assistance program, counseling, and well-being training sessions. Employees are invited to attend 'Care First days,' which host a variety of sessions that cover health and safety topics such as safe driving training, women's health, and sees health checks offered.

Depending on the role, employees are offered flexibility with work patterns and agile working and they are also offered support to drive their career path through a structured career development plan and career tools, as well as access to development activities such as coaching, mentoring, and both online and classroom courses.

Employees are encouraged to take part in voluntary, employee-led business resource groups (BRGs) such as PRIDE and Women of Ingredion (WIN). The BRGs are an integral part of the success of the company's DEI strategy and support Ingredion's culture. These raise awareness, influence practices, and see collaboration with external partners and customers.

Severine Bensa, senior manager of strategy and business development in EMEA has worked in several roles across the Company. She said: "Ingredion creates a culture that supports and enables employees to develop and carve their own career paths. Ever since I joined in 2011, Ingredion has listened to my aspirations and enabled me several times to move cross-functionally, as well as increase my responsibilities."

"Each time I have been supported by external trainings and internal coaching and mentoring to ensure success in the transition, on-the-job development opportunities were offered to widen my horizons and reassess my aspirations, which I wouldn't have been given in other companies."

Tahir Serifi, shift supervisor in Hamburg, has worked for the company for more than 20 years. He said: "Safety has always been a top priority here, which was not standard in the industry at the time that I joined. Ingredion is and has been a pioneer in this area and has managed to increase safety in our workplace through awareness and regular training."

"In addition, I've worked from operator to team coordinator to day supervisor through Ingredion's support and the offer of a wide range of training and further education programs. What is also very important to me is that I am always treated fairly and equally. Diversity, Equity and Inclusion is not just something we talk about here, but something we live and breathe with more than twenty different nationalities in our plant."

Awarded by the Top Employers Institute, the program certifies organizations based on the results of their Human Resources Best Practices Survey, which covers six areas consisting of 20 topics, including people strategy, work environment, talent acquisition, learning, diversity, equity and inclusion, and well-being.

Christophe Lange, vice president of human resources, texture and healthful solutions, APAC, EMEA, specialities and commercial excellence, highlighted Ingredion's commitment to promoting diversity and inclusion across its workforce as a key strength for the company.

He said: "Being named a Top Employer again in 2024 is a significant achievement for us. It reinforces our dedication to implementing the most effective HR practices that prioritize the well-being and professional development of our employees. Our focus on creating an inclusive, supportive, and engaging work environment has been instrumental in driving our success."

Top Employers Institute CEO David Plink added: "Exceptional times bring out the best in people and organizations and we have witnessed this in our Top Employers Certification Programme this year: exceptional performance from the certified Top Employers 2024. These employers have always shown that they care for the development and well-being of their people. By doing so, they collectively enrich the world of work. We are proud to announce and celebrate this year's group of leading people-oriented employers - the Top Employers 2024."

The Top Employer program has seen 2,300 employers recognized in 121 countries or regions across the world.