



Dentsply Sirona: Promoting Women in Dentistry

BEYOND. TAKING ACTION FOR A BRIGHTER WORLD. This is the commitment we took through our global sustainability strategy, of which our Women in Dentistry program is a core component. From employees to students to dental professionals and technicians, we go **BEYOND** the ordinary to promote women in dentistry. Discover through this document how Dentsply Sirona takes action to advocate for equality and equity, support the professional development of women in dentistry and help give them a strong voice in the dental community.

Driving cultural change from the inside



→ DS Women

Diversity and Inclusion starts with our employees. Dentsply Sirona established within the company Employee Resource Groups (ERGs), various groups of interest to support employee diversity and inclusion. DS Women launched in October 2020 is one of them. It has gained over 750 members from 30 nations. The mission of DS Women, led by Tiffany Readinger, Dentsply Sirona Women Global Chairperson, is to empower all women to excel to their fullest potentials. It does so by creating a forum of support and growth through enabling channels of advocacy, talent development and resource sharing. The group is inclusive of all gender identities and its defined goal is to see more females in senior level roles, owning practices and taking center stage. Our global Diversity & Inclusion Council was established in 2020 and since then, is working tirelessly to benchmark, challenge, and prioritize action, and ensure that our existing policies and business structures are inclusive both at senior management level and across the entire business.



→ Managing Bias

Managing bias plays a crucial role in our D&I strategy. We offer ongoing training and awareness sessions for all employees to address unconscious bias and build inclusivity and understanding. In 2020, we introduced a new interactive eLearning course on the topic. It identifies and defines various types of biases, explains the effects of bias and provides tools to help eliminate it inside and outside the workplace. This online course is available to all employees around the world.



→ Conversation of understanding

The Dentsply Sirona Conversation of Understanding sessions are open to all global employees, and due to the success of the pilot organized in 2020, the program continues to expand to other regions in 2021, to allow local employees to join the conversation in their native language. The aim is to create a safe space to encourage open dialogue and sharing. It generated significant interest, with more than 170 employees taking part, exceeding our goals set for participation.



→ Paradigm for Parity Pledge

In 2020, Don Casey, Dentsply Sirona CEO, signed the Paradigm for Parity cross-sector diversity commitment. Paradigm for Parity is a coalition of more than 130 CEOs, executives, board members, founders and experts dedicated to providing women and men equal opportunity and power, and achieving gender parity by 2030. We are proud of being more aspirational and ahead of this pledge by aiming for 2025.

BEYOND BEYOND BEYOND

TAKING
ACTION FOR
A BRIGHTER
WORLD

Going Beyond, taking action for the entire dental industry



→ Smart Integration Award

The Smart Integration Award honors creative ideas and successful treatment concepts of female dental professionals and creates a platform for them to network internationally. This includes, for example, ideas on how to improve the treatment experience for patients. The award is open to women around the world working as dentists or dental technicians. Establishing an international network of women in dentistry is a key focus of the Smart Integration Award. Winners will have the opportunity to join an exclusive and individual training program and exchange ideas with international colleagues as part of the Smart Integration Network (www.dentsplysirona.com/smart-integration-award).

FIRST^{to}50

Creating Space for Women
in Dentistry Leadership

→ First to 50 / Dentsply Sirona's Global Women Speaker Development Program

Another program successfully implemented by Dentsply Sirona to promote women in dentistry is "First to 50". The program was launched in March 2020 by Dentsply Sirona Implants and is designed to offer personal development for female dentists, specialists and dental assistants and promote them as speakers, whether they are experienced or new to speaking. This promotion includes strategy, script and style. Effective 2022, Janice Hurley, a known dentistry image expert, is being contracted to serve as the speaker coach.



→ Partnership of Women in DSO and Dentsply Sirona

Since October 2021, Dentsply Sirona is a partner of Women in DSO (WinDSO), an association founded in 2020. Women in DSO's mission is to highlight the achievements of women in dental service organizations and empower women leaders. To that end, the organization provides a powerful network, professional mentoring and learning and development programs. Through the partnership, Dentsply Sirona contributes its strength and experience in the field of women's advancement. Dentsply Sirona supports the work of Women in DSO with five mentors and its board members provide strategic support to advance the organization's mission (<https://womenindso.org/>).



→ Dental Students Support

BrownGirl RDH (Registered Dental Hygienists) is a U.S. non-profit that aims to shift the mindset about who can work in the dental industry, remove cultural and economic barriers, and build pathways to dental careers. During the summer of 2020, Dentsply Sirona covered tuition and additional costs, such as books and dental equipment, for Dental Hygiene degree at a community college.



→ Sustainability Report Commitment

In its new sustainability strategy published in September 2021, Dentsply Sirona also makes a clear commitment to equality. Among other things, the company confirms its focus on promoting women in dentistry and defines the achievement of gender parity and gender pay equality by 2025 as a milestone on the way to a „brighter world.“ Currently, at Dentsply Sirona, 50 percent of board members are diverse, and 60 percent of board committees are chaired by women (www.dentsplysirona.com/sustainability).

It takes a village to make a difference. If you have ideas, suggestions or would like to join us and Take Action for a Brighter World, get in touch with our Beyond Team via corporate.communications@dentsplysirona.com