



# Diversity

We embrace, value and support our collective diversity and global experience, working collaboratively together as one global team.

**MBP Solutions requires a large range of skills, covering Legal Compliance, Sustainability, Supply Chain Management, Product and Application Expertise and International Sales and Marketing. To deliver successfully across each of these five core competencies, we must have a diverse group of people who each have different thought processes, attitudes, behaviours, training, knowledge and skills.**

### So how are we doing in MBP Solutions?

We employ people from multiple backgrounds including: engineering, chemistry, logistics, agronomy, environment, sustainability as well as administration and general business.



Below is a snippet of an employee's experience working at MBP which mentions our diversity:

*"MBP offers an opportunity to dive into a multicultural environment, where responsible management and Corporate Social Responsibility styles are the norm.*

*The intense everyday dynamic, multiple stakeholders and diversity of markets we work in, makes MBP a place where it is very difficult to get bored. The invite to challenge oneself is always there and this, in my opinion, contributes to personal growth too. I truly enjoy working in a company where everyone has their own voice and the chance to build their own path."*

**Susana Morales**  
Key Account Manager, MBP Solutions Ltd  
Joined MBP Solutions in 2016

The gender split in MBP Solutions is currently 57% male and 43% female with our age demographic ranging from 18 to 66. We have offices in various locations covering Canada, China, Denmark, Italy, the Netherlands, Norway, Singapore, Sweden, the UK and the United States. 36 factories are relying on MBP Solutions to manage their by-products through the unique OMBP service (Outsourced Management of By-products) on top of many more factories where we find sustainable and competitive by-product solutions. We currently have 90 employees spread across seven countries, supported by a range of consultants from different countries and backgrounds. We also have several new positions we are actively recruiting for. Our talented team can communicate in 22 different languages.