



Inclusion, diversity and belonging policy

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Gjensidige



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Inclusion, diversity and belonging policy

1. Purpose

Gjensidige will make active efforts to attract, identify, develop and include a broad diversity of employees. We will link diversity to the company's strategies and duties, and be able to exploit this to create increased business value. By drawing on each other's different knowledge, skills, competencies, perspectives and experience as a basis for development and innovation, we will improve our ability to develop and deliver the services and products customers need and want.

Diversity and an inclusive, equal workplace culture will make Gjensidige a more attractive and responsible employer.

2. Area of application

The policy applies to all managers and staff (hereinafter called employees).

3. Definitions

Diversity

Diversity is the sum of visible and invisible differences in and between people. Diversity concerns age, gender, degree of functioning, ethnicity, beliefs, cultural background, gender identity, sexual orientation, education, experience, qualifications, interests and family situation. Gjensidige links this to five governing dimensions: demographics, culture, background, personality and functional ability.

Diversity skills

Diversity skills refers to the ability to draw on differences and similarities in people's experiences, knowledge and awareness, and to facilitate increased value creation by actively using the skills.

Diversity maturity

Diversity maturity refers to the extent to which the organisation, managers and individual employees are motivated to work on diversity and understand the value of diversity. The degree of maturity ranges from the organisation only following official laws and regulations linked to preventing discrimination and promoting equality and diversity, to diversity management being integrated in the workplace culture, processes, activities and the company's strategy.

Diversity management

Diversity management refers to the management's diversity skills and maturity, demonstrated through the actions of managers. A high level of diversity skills is reflected through the ability to effectively exploit the potential of diversity so that it yields positive results for both the organisation and other stakeholders.

Measuring diversity

Diversity is not an end in itself, but a means to achieve increased value creation. Measuring diversity means to measure the impact of diversity. Examples include increased engagement, increased innovation, increased efficiency, reduced sickness absence, increased access to skills and increased competitiveness. Measuring the gender balance in management teams, employee surveys and reputation and customer surveys are examples of management tools to achieve the goals set.

Inclusive, equal workplace culture

Workplace culture refers to the values, norms and perceptions of reality that influence employees' attitudes, actions and behaviour. An inclusive workplace culture is one where the language and concepts used are supportive and resource-oriented, and where all employees feel they are treated equally and with respect. Employees' knowledge, skills and competencies should be recognised.

4. Roles and responsibilities

Employee Responsibility (People)

- Make active efforts to put diversity work on the agenda as a natural part of the company's duties



- Propose measures at group level based on insight and analytics
- Ensure that the Diversity and Inclusion Committee convenes regularly

Employer branding. Mobility and Talent (People)

- Highlight the value-creating effects of identifying and employing diversity skills
- Ensure that diversity and an inclusive workplace culture are promoted through employer branding activities
- Actively contribute to ensuring that the goal of diversity is incorporated into recruitment processes
- Actively contribute to raising awareness of unconscious discrimination and prejudice in connection with recruitment

Technology and Services (People)

- Make insight and analytics on perceived diversity and inclusion available for managers to use in their operational follow-up.
- Establish a structure and KPIs for reporting on adopted diversity goals
- Provide data for use in internal and external reporting and assessment of compliance.

Culture and Skills (People)

- Develop and provide training and education that increases managers' and employees' diversity skills
- Design training and education so that it promotes skills like collaboration and diversity management
- Develop and facilitate upskilling and reskilling of employees in order to meet the skills needs of the future

People Partner

- Use insight and analytics from People Analytics in strategic and operational cooperation with the line organisation
- Guide and support line managers in their work on attaining inclusion and diversity goals

Managers

- Attract, recognise, utilise and develop employees' differences/distinctive characteristics, skills and competencies
- Facilitate a safe and inclusive working environment
- Exercise diversity management that makes the most of employees' diversity potential
- Use their own diversity skills to make decisions on an objective, broad basis

All employees

- Develop their diversity skills and apply them to duties, deliveries and performance
- Be aware that they represent part of the organisation's diversity, and recognise colleagues' distinctive characteristics and competencies
- Contribute to a safe and inclusive working environment

5. Requirements, methods and adaptation to enable diversity to create value for the company

Inclusion, diversity and belonging shall be integrated as a natural part of all the company's activities in relation to employees, customers and partners. Through a wide range of diversity and the performance of diversity management, we will gain better insight into customer needs, improve our ability to innovate and become more attractive as an employer. An inclusive and safe workplace culture that recognises individual employees' competencies and skills will help harness the organisation's diversity potential.

Different training initiatives, certification, networks and ambassadors will develop our diversity skills and raise managers and employees' awareness of how they can better understand, utilise and develop diversity in their own area, with the aim of promoting performance and deliveries.

The use of text and images will help us advocate diversity both internally and externally, and help to harness and recruit a broad range of different competencies and skills.

Good examples of diversity in practice and work on diversity, inclusion and belonging will be communicated to employees through our internal communication channels. Where appropriate, diversity and work on inclusion, diversity and belonging will be highlighted in connection with promoting the company in our external communication.



6. Goals, follow-up and reporting

Inclusion, diversity and belonging goals are derived from the CEO's scorecard. These are proposed by the administration and adopted by the Board. The CEO sets targets for the executive vice presidents.

Quantitative goals and the degree of perceived inclusion, diversity and belonging are reported quarterly by Technology and Services in People in connection with sustainability reporting and the follow-up of the senior group management's scorecard. Compliance with the principles and the development of diversity parameters are monitored, and adapted measures are implemented in areas with deviations and/or negative developments. Good examples of the value of diversity and the results of the organisation's work on inclusion, diversity and belonging will be highlighted.

7. Control

The status of the organisation's work on inclusion, diversity and belonging is reported as mentioned in section 6 and is followed up biannually in the People Review with the executive vice presidents.

The owner of the document is obliged to notify relevant second and third-line functions about matters of importance to the performance of their duties. This means that deviations from provisions in this document shall be reported in accordance with the Policy for management of operational incidents. Second and third-line functions shall receive the information and be given the access rights they request to be able to perform their duties.

