

# Diversity Policy

NNIT A/S

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## 1 Introduction

- 1.1 The policy sets out the Company's policy for increasing the diversity at all levels of the Company.

## 2 Diversity

- 2.1 The Company recognizes the importance of promoting diversity, especially in relation to gender, and thus supports the UN Global Compact Sustainable Development Goal 5, by promoting gender equality.
- 2.2 It is the Company's ambition to increase diversity at all levels of NNIT by creating equal opportunities for men and women, promoting international experience, and maintaining the management's capability to effectively undertake its managerial responsibilities taking the Company's international profile into account.
- 2.3 The Company aims to employ the best candidates. In this context, the Company will consider the Company's other recruitment criteria, including international experience, professional qualifications, experience within IT business, competencies, educational background, etc.
- 2.4 The decisive factor, in external as well as internal recruitment processes, shall be the candidate's qualifications and NNIT personality fit.
- 2.5 The Company's general procedures in terms of employment shall provide equal career opportunities for men and women and shall be actively used by the Company when seeking to employ persons to management positions within the Group.
- 2.6 The Company shall seek to create an attractive working environment which promotes the equal career opportunities of men and women. In order to support equal access for men and women to vacant positions within the Company, the Company shall continuously focus on any barriers that may prevent women from being appointed to a management position. This focus shall apply to all steps of the employment procedure. Consequently, job descriptions, job advertisements, screening of applicants and job interviews should not be aimed at a particular gender.

## 3 Diversity for management levels

- 3.1 In order to increase, promote and facilitate the number of women in all management level positions in the Company, the following measures are pursued:

- 3.1.1 Increase the percentage of women at management levels as vacancies arise, subject to identification of candidates with appropriate skills, and in this connection ensure that engaged search and selection firms are requested to identify at least one female candidate for all such positions. All internal and external searches for vacant positions shall include at least one female candidate on the short list, subject to identification of candidates with appropriate skills.
- 3.1.2 Develop succession planning with the aim of identifying female successors for management level positions
- 3.1.3 Fuel the internal female leadership pipeline by training female leadership potentials. The proportion of female participants at the internal 'develop your leadership potential' leadership course should be  $\geq$  proportion of female employees in NNIT per year.
- 3.1.4 Increase awareness of women in leadership at top management levels in the Company by tabling the matter for discussion at least annually at a board meeting and at meeting of the Executive Management.

## 4 Reporting

- 4.1 The Company reports on gender representation annually and in accordance with applicable laws and regulations. In the annual report, the Company will explain the Company's targets for the under-represented gender in the Board of Directors.
- 4.2 In the UN Global Compact Report, COP, the development in relation to the Sustainable Development Goal 5, 'Gender Equality' will be reported.

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This policy has been adopted by the Board of Directors of the Company on 17 February 2015 and reviewed on 12 December 2019.