

## Diversity



Policy	Page 1 af 2	Languages: English
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### Purpose

This policy add rules and/or guidelines for supporting and ensuring diversity in a safe, positive, and nurturing environment.

It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Diversity is about understanding each other and moving beyond simple tolerance to embracing and celebrating and amplifying the rich dimensions of diversity contained within each individual.

Annual targets and measurement appear in procedure for Diversity.

### Definitions

Diversity is about viewing and perceiving the world from more than one perspective.

The policy shall not only support the diversity, but also include diversity to harvest the business potential diversity brings.

Our focus will for as a start focus on diversity concerning workplace and workforce. Workplace are efforts that ensures a workplace supporting diversity. Workforce are efforts that ensures a workforce reflecting diversity.

Measuring the diversity focus areas shall ensure workforce and workplace diversity in Espersen. As time goes and Espersen matures in organization and advances in measure-techniques, there will be more dimensions and actions.

### Policy

At Espersen we emphasize that all our employee's skills, professional as well as personal, shall be respected, used and furthermore developed.

By our very nature, we embrace different perspectives and ways of thinking to help us best serve our customers. We believe that diversity strengthens employee engagement and encourages innovation. This is Why we support a work environment, where everyone has an opportunity to fully participate and where people are valued for their unique skills, experiences, and perspectives. This goes for everyone no matter sex, age, handicap, profession, race, skin color, religion, political opinion, sexual preferences or national, social or ethnical origin.

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Policy	Page 2 af 2	Languages: English
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### Workplace dimensions:

#### 1. Avoid discrimination

To reach the Espersen goal for a diverse workplace we keep on strengthening the equality amongst our employees and fight any discrimination in relation to the above mentioned. Anyone who experience or witnesses direct or indirect discrimination has the obligation to report this according to Espersen code of conduct.

#### 2. Equal pay for equal work

At Espersen we believe in equality between employees along all diversity dimensions e.g. men and women. Our goal is to be known as a workplace with equal opportunities. At Espersen, we pay equal wage for equal work and we incorporate equality whenever we work with organizational development, management, employer policies and co-operational issues.

#### 3. Aspire to and offer opportunities to educate.

We strive at Espersen to encourage our employees to continue to develop their mindset and/or their professional skills. We have an ambition that all employees once a year participate in a course of relevance for them self as well as for Espersen as a Company.

#### 4. Strive for diverse leadership

We believe that the ability of leading others does not lie within the gender, but within the individual. We praise a diverse leader culture as to why we encourage both woman and men to become leaders.

### Workforce dimensions

#### 1. Strive for ethnical diversity

One of our goals is that the workforce should represent the ethnical diversity of the surrounding society. To achieve this goal we encourage, in our job ads, everybody to apply for the position disregard of sex, age, handicap, profession, race, skin color, religion, political opinion, sexual preferences or national, social or ethnical origin. We embrace and include all employees and applicants – no matter of ethnic origin.

#### 2. Include people with disabilities<sup>1</sup> in our work force

Everybody shall have a worthy life with a meaningful content. At Espersen, we strive to include people with disabilities to ensure this.

### Monitoring the diversity focus areas

In order to asses our pursuit for diversity at Espersen we once a year asses the diversity focus areas by measuring the diversity dimensions.

## Responsible

Human Resource Manager