

VOLUE DIVERSITY & INCLUSION POLICY

POLICY SCOPE

This policy is a part of the set of policies applicable for all companies forming part of the Volue group (i.e. companies where Volue ASA is holding, directly or indirectly, more than 50% of the shares). This policy is to be read and complied with by all employees in Volue, both leadership and employees, but also external consultants if entrusted with rights and obligations that are substantially similar to those of Volue employee.

INTRODUCTION

At Volue we support human rights and equality. We want to secure a diverse and inclusive workplace by providing equal opportunities in recruitment, development, promotions, and education. We are working towards being diverse and inclusive within the dimensions of age, ethnicity, gender, language, religion, sexual orientation, physical and mental ability and thinking styles.

As ONE VOLUE, we work to promote inclusiveness and provide equal opportunities for everyone as we recognize that our diverse workforce as a key performance driver. We believe that different types of backgrounds make us stronger and improve our possibilities to meet our mission.

PURPOSE

The purpose of the Diversity & Inclusion policy is to establish a general framework across the organization on all levels to ensure we have a work environment that is truly diverse, inclusive, and free from any bias, discrimination, and harassment. Everyone shall be treated fairly, with respect, and will be given equal opportunities in every aspect of their work.

STANDARDS AND FOCUS AREAS

We wish to set ambitious goals to constantly improve our standards and records. To meet these objectives, the topics of diversity, equality, and inclusion should be addressed in all areas of our business:

- our initiatives should be reflected in everything we do on daily basis, and be included in routines and policies with specific targets and plan to reach them.
- diversity-enhancing procedures must be integrated in recruitment processes to ensure that candidates are selected based on unbiased procedures. We are committed to hiring talent regardless of gender, race, ethnicity, age, disability, sexual orientation, gender identity or expression, cultural background or religious beliefs.
- diversity and inclusion initiatives must be implemented in learning and development programs – we would like to engage employees and managers in various cultural trainings. We commit to provide diversity training and tools to managers to manage diversity and to ensure that candidates and employees are treated fairly and evaluated objectively.
- An internal diversity community must be facilitated by sharing challenges, best practice, and good ideas.
- Other diversity inclusive practices should include but not be limited to offering inclusive benefits, providing equal opportunities in promotion & compensation, and striving for work-life balance and flexibility.

Fundamental principles

HUMAN RIGHTS

We are committed to conducting our business in line with all fundamental human rights. We have a responsibility to avoid adverse impacts to our employees, suppliers, local communities and all other stakeholders affected by our operations.

EQUAL OPPORTUNITIES

We value the diversity of our workforce. We are committed to a safe workplace with equal opportunities for all, free from any discrimination, bullying or harassment. providing equal opportunities in promotion & compensation, and striving for work-life balance and flexibility.

ZERO TOLERANCE FOR HARASSMENT

We operate with a zero-tolerance policy for any form of harassment in the workplace. All cases of reported harassment will be taken seriously and treated with respect and in confidence.

Any unfair or biased decision, harassment or discrimination should be reported to one's immediate manager, any member of the HR team or through our whistle-blower system.

ROLES AND RESPONSIBILITIES

Leadership is responsible for actively implementing this policy in day-to-day work, to express intolerance towards discrimination, to create an inclusive working environment for employees and to take action to address any breach of the current policy.

Employees are responsible for following the current policy and Code of Conduct, bringing attention to any cases of misconduct and contributing to suggesting diversity & inclusion initiative.

KEY POINTS OF CONTACT

Key points of contact to address any related concerns is the Volue People Team/HR, the whistleblowing channel or the immediate leader.

ACCOUNTABILITY

Procedures for diversity reporting shall be formalised, and integrated into continuous processes with measures that are action-oriented, including associated data frameworks to follow development.

We are committed to continually assess our policy and diversity-enhancing procedures to ensure accountability and progress.