



# Diversity and gender equality



We are working to increase general diversity in our organisation, and gender diversity in particular, building an equal and inclusive culture in which all staff are respected and safe. Different people must have access to equal opportunities.

## ATTITUDES

- At Veidekke, we believe that differing skill sets and abilities contribute to growth, development, innovation and value creation.
- Our inclusive and engaging management approach fosters a working environment characterised by respect, safety and trust, and we utilise our diversity to ensure strong performance.
- Gender equality and diversity are about fairness, equality and healthy values.
- Diversity adds different perspectives to all our teams and supports good decision-making and good solutions for customers, Veidekke and society.

## ACTIONS

- We evaluate people based on their individual expertise, and all staff have equal rights, opportunities and obligations.
- Our management and staff processes are designed to attract, recruit, develop and retain diversity in our organisation.
- We welcome different perspectives and utilise our collective expertise in all teams.
- We challenge established thinking, both within our organisation and in our industry.
- We combat unconscious discrimination in word and deed through awareness-raising and reflection, and practise zero tolerance for offensive conduct.
- We survey and monitor pay and working conditions to ensure equal treatment.
- We measure and monitor staff development processes, as well as how staff experience the working environment.
- Our managers are responsible for and ensure a satisfactory physical and psychosocial working environment, and monitor diversity and gender equality measures.
- Individual staff are expected to contribute to a healthy and inclusive working environment.

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