



We run skills-based, systematic, internal and external recruitment processes to attract and select the right people to cover future expertise requirements, and to supplement and reinforce our teams for the short and long term.

ATTITUDES

- We engage with candidates through open, transparent processes.
- We promote diversity and believe that differing skill sets and abilities contribute to growth, development and value creation.
- We are an attractive employer for both women and men, and are working actively to recruit more women.
- We encourage internal recruitment, and see internal mobility as beneficial both to individuals and for the business as a whole.
- We deal with internal and external applicants professionally, honestly and confidentially.

ACTIONS

- We employ people who share Veidekke's values.
- We create positive candidate experiences and strengthen our reputation as an employer.
- We consciously recruit trainees and recent graduates to secure new expertise.
- We recruit people with internal and external experience to strengthen our execution capacity, and integrate succession planning into our internal processes.
- We hire people based on their expertise, and run fair, unbiased processes based on valid and objective selection methods.
- We strive for a gender balance among final candidates and among Veidekke's interviewers.
- We conduct at least one structured interview and a reference interview, in both internal and external processes.
- Vacant positions are generally announced at least in-house, with internal candidates being assessed on the same basis as external candidates. However, internal candidates must always be invited to an initial interview.
- The line managers of internal candidates must be informed before an offer is sent, if the internal candidate wishes to take up the position.
- Management positions may be filled through individual recruitment processes that do not include public announcement.

The policy also applies when an external recruitment agency is used.

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