

# Diversity policy

## Overview

Penneo is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate any kind of discrimination in the workplace.

This policy is reviewed and approved annually by the Board of Directors to ensure that equality and diversity is continually promoted in the workplace.

## Purpose

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

## Scope

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Penneo selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

## Objectives

The objectives of this policy are to ensure that:

- Penneo complies with section 139 c of the Danish Companies Act
- Penneo follows the recommendations on Corporate Governance
- Penneo follows the Danish Business Authority's guidelines on equal gender distribution on the Board of Directors
- Penneo protects our most valuable asset, our human capital
- All employees and job applicants are given equal opportunity
- Penneo remains an attractive workplace for all employees and aspires to foster, cultivate and preserve a culture of diversity, equality and inclusion

## Requirements

With this policy we commit, as a company, to:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which we believe is good management practice and makes sound business sense.

- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness and equal opportunity is maintained at all times.
- To have an equal distribution of men and women in the Board of Directors (40%/60%) in accordance with the Danish Business Authority's guidelines on equal gender distribution on the Board of Directors.

Penneo will inform all employees that a diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. Further, this policy will be publicly available on the company website.

# PENNEO

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“Med min underskrift bekræfter jeg indholdet og alle datoer i dette dokument.”

## Rikke Birgitte Skov

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