

## **Diversity and Inclusion Policy**

This policy applies to employees and managers at Jyske Bank.

### **Objective**

We believe that diversity and inclusion enrich working life and strengthen the organisation. Equal opportunities and respect for diversity create a dedicated and stimulating working environment where everybody contributes.

The diversity and inclusion policy supports this by ensuring that all qualified candidates can come into play when filling vacancies without regard to gender, age, ethnicity, religion, disability, sexuality or other factors that have no bearing on the candidate's ability to perform the duties of the job.

We strive to create a workplace where diversity is seen as a strength and where efforts are made to remove barriers that may prevent equal opportunities for everybody.

### **Definitions**

Diversity refers to the traits and characteristics that make people unique. This includes physical, physiological, cognitive, social, and lifestyle characteristics.

Inclusion is about the behaviour and social norms that contribute to individuals experiencing psychological security and thus feeling welcome and part of the community.

### **Framework and principles**

We work actively to strengthen diversity and inclusion in the Group based on the following principles.

- **Equality and respect:** All employees are treated equally and with respect. We recognise each employee's contribution to the Group.
- **Equal opportunities:** Everybody has equal access to development, training and education, and vacant positions.
- **Consideration:** Through dialogue, we take into account the needs and requirements of each employee while respecting the community.
- **Zero tolerance for discrimination:** We do not accept discrimination or harassment in any form.

### **Priority of efforts**

Managers and employees work actively to ensure an open and inclusive culture. We continuously identify and evaluate initiatives to create real equality and promote diversity and inclusion throughout the organisation.

These initiatives are, among other things, selected based on employee surveys and HR reporting, which provide valuable insight into the experiences and needs and requirements of the employees. These data help us target and prioritise initiatives so that they have the greatest possible impact and contribute to positive developments in the working environment.

### **Responsibility for the policy**

Jyske Bank's Group Executive Board has the ultimate responsibility for the policy. Likewise, the Group Executive Board is responsible for prioritising initiatives and implementing them. The Jyske Bank Group's HR Department holds the professional responsibility and reports annually to the Group Executive Board on the status and effect of the selected initiatives.