

Vision for the policy

The Aarsleff Group wishes to have a diverse staff of employees and managers. We believe that diversity enhances the development of the company and it's a precondition for our continued success.

Main objective of the policy

It's our objective to have diversity and equality among our managers and employees.

It's important to us to avoid discrimination and to create an open culture without prejudice.

Our objectives and the actual implementation of the objectives must at any time comply with the current legislation as well as national and international accepted standards.

Implementation of the policy in practice

- Employment in the Aarsleff Group is always exclusively based on personal and professional qualifications.
- Decisions on recruitment, promotion and dismissal are never influenced by the applicant's/ employee's race, ethnicity, social background, gender, religion, sexual orientation etc.
- Our processes for recruitment, promotion and dismissal take our objectives into consideration.

Is the policy followed in practice?

We use the indicators below to assess if the policy is followed in practice:

- The principles that employment in the Aarsleff Group is always based on personal and professional qualifications – are they incorporated adequately in:
 - The employee information leaflet
 - Work specifications – including our certifications
 - Other relevant policies?
- The principles of this policy regarding employment, promotion and dismissal – have they been used in practice in relevant situations in the past year?

The achieved results within the area of the policy are assessed annually, and the necessary corrective measures are implemented when possible and appropriate.


Communication about the policy


We want to ensure that all employees are currently informed about the policy so that it's possible to act accordingly.


We want to report about relevant achieved results clearly and transparently.

Scope

The policy applies to the entire Aarsleff Group as well as to other operating units in which we have the operational control.


 Jesper Kristian Jacobsen
 CEO


 Lars M. Carlsen
 Deputy CEO


 Mogens Vedel Hestbæk
 Group CFO