

Policy on equality and diversity

Vision for the policy

The Aarsleff Group wants to have a diverse staff of employees and managers. We believe that this enhances the development of the company and that it is vital for our continued success.

Main objective of the policy

It is our objective to have diversity and equality among our managers and employees. The diversity objective comprises e.g. gender, age and educational background.

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

Our objectives and the actual implementation of the objectives must always comply with current legislation as well as nationally and internationally 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 or 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 following indicators to assess if the policy is followed in practice:

- Are the principles that employment in the Aarsleff Group is always based on personal and professional qualifications incorporated adequately in:
 - The employee information leaflet
 - Work specifications and certifications
 - Other relevant policies.
- Were the principles regarding employment, promotion and dismissal used in practice in relevant situations in the past year?

The achieved results within the scope of this 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 this policy so that it is possible to act accordingly.

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

Scope

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

The Executive Management