

Group Policy: Diversity, Equity, Inclusion & Belonging (DEIB) in Scandlines

Applicable for: Scandlines Infrastructure ApS & its subsidiaries ("Scandlines")

Objective: The overall goal is continuously to create and maintain a framework, where everyone feels included and offered the same opportunities in Scandlines.

Recipients: All employees.

Validity: This policy is valid from 19 September 2024.

1. The purpose of the policy

The intention of the policy is to promote diversity and inclusion across all levels of the organization. We commit ourselves to fostering a diverse, equal, inclusive, and belonging workplace.

Consequently, Scandlines wants to:

- create a 'One Scandlines' approach regardless of location, position, gender identity, nationality, politic orientation, religion, sexual orientation, age, disabilities, or educational background etc.
- ensure that diversity and inclusion is perceived as a strength at Scandlines.
- create a work environment where all current and future employees feel respected, included and appreciated – without experiencing any sort of harassment or bullying.
- ensure that no one faces any type of direct, indirect or subjective differential treatment on the basis of age, religion, sexual orientation, national and social origin, political standpoint, disability, race, skin tone, or ethnic origin.
- ensure that all employees are evaluated based on their qualifications and that they can pursue and develop their careers in Scandlines' settings.
- ensure that talents are attracted, retained, developed, and fully engaged in order for Scandlines to access the best competencies.

We are aware of the fact that Scandlines is subject to certain requirements (EU-based and other) with regards to the Shipping Industry. Therefore, constraints can apply from time to time – especially regarding safety and certain language requirements.

2. Definitions

Diversity in a Scandlines context - more than just numbers

For Scandlines, diversity is to be understood as differences in gender, age, religious belief, ethnicity, race, skin color, national and social origin, sexual orientation, disability, political standpoint, etc.

For Scandlines, diversity is about counteracting differential treatment of specific employee groups and to focus attention on competencies and characteristics.

Equity in Scandlines

Scandlines does not tolerate differential treatment, bullying, or harassment of employees.

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Circumstances related to employment, the current terms of employment, termination or other changes of terms of employment will always be in accordance with The Act on Equal Treatment between Men and Women, the Act on Gender Equality, and the Anti-Discrimination Act.

An inclusive work environment at Scandlines

An inclusive work environment at Scandlines is a prerequisite to promote diversity. For Scandlines, an inclusive work environment is characterized by the fact that we strive to be tolerant of the employees' differences and that we acknowledge that our differences can strengthen our company.

It is a shared responsibility that everyone feels included and valued. It is a clear expectation that all managers and employees act inclusively so that everyone is met with respect.

Belonging – community is the keyword

In Scandlines we want to have a nurturing environment where individuals feel connected and have a sense of community. This is very important since our organization is widely spread geographically.

We believe that when individuals feel like they belong, they are more likely to engage, collaborate, and contribute their best despite the geographical spread in our organization.

3. Implementing the DEIB policy

Scandlines strives to implement the policy and objectives above via the following efforts.

Announcements, recruiting and screening

At Scandlines we place a special emphasis on embedding initiatives into our recruitment processes that minimize bias and promote diversity and inclusion. In that way, we ensure that we achieve the best conditions for attracting and recruiting candidates with the best competencies for the specific job function.

We do this by:

- treating every applicant respectfully.
- ensuring that our recruitment process is driven by objective evaluation criteria that emphasizes the candidate's competencies, experience, and potential.
- formulating job postings in a way that is appealing to a broad and diverse applicant field.
- ensuring that spokespersons, pictures, and material in our external communication, job postings, and PR reflect a diverse workplace with room for differences.
- emphasizing in our job postings that all job applicants are encouraged to apply regardless of gender, age, religious belief, sexual orientation, national and social origin, political standpoint, disability, race, skin color, and ethnic origin.

Onboarding

Every manager must know and comply with our DEIB policy to ensure its implementation during daily

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operations. No employee should doubt that the focus areas are prioritized, and every employee should know that differential treatment, bullying, abusive behavior, and harassment will not be tolerated.

We do this by ensuring that newly hired employees know what to do if they experience differential treatment, bullying, abusive behavior, or sexual harassment.

By doing this we aim at maintaining a nurturing environment, where all employees feels safe and has a sense of belonging in Scandlines, whether they work in Rødby, Puttgarden, Gedser, Rostock, Copenhagen or Hamburg or other parts of Denmark or Germany.

Promotion, development and retention

At Scandlines, every decision related to employees must solely be based on the employee's professional qualifications, experience, education, and development potential seen in relation to the specific job function.

We do this by ensuring:

- our personnel policies do not favor some employee groups more than others.
- new candidates are assessed based on the candidate's potential and not only by their prior experience.

Flexible working conditions

The employees are Scandlines' most valuable resource, but every employee is different and has different ways in which they excel. Therefore, while considering the operation of the company, we strive to offer working conditions that make it possible for the individual employee to fit work into personal life and needs.

The majority of employees in Scandlines work in jobs that require their physical presence, however, Scandlines' Work from Home policy are applicable to most shore-based positions.

Offboarding

In cases where employees at Scandlines resign from their position, we always seek to identify and understand the reason for the employee's resignation. The direct manager follows up on the reasons provided by the resigning employee. There can be important information and takeaways regarding the working climate of the company in such a process.

4. Code of conduct/other policies

Besides this DEIB policy, we would like to raise attention to other important policies in Scandlines.

First of all, we have our Code of Conduct, which is a cornerstone when working in Scandlines.

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Other relevant policies are "Employee wellbeing and mental health" and "Gender equality".

All policies can be found in OurCompass.

For questions please contact: Group HR

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