



Group Policy

Sustainable Operations

DIVERSITY

Policy owner: CHRO
Approver: CEO

Valid from: 10 March 2021
Last updated: 10 March 2021

Diversity

1 The purpose of this policy is

To set out Grieg Seafood's principles in ensuring that we promote an organizational culture that values diversity.

2 Policy Statement

Grieg Seafood is committed to being an equal opportunity employer. Having a diverse workforce is crucial for our organization and is part of our company culture. This means all our business units selects and appoints the most suitable person for a position on the basis of their skills, qualifications, and aptitudes.

3 Our principles

We always:

- Employ the most suitable person regardless of age.
- Employ the most suitable person regardless of race or ethnicity.
- Employ the most suitable person regardless of gender.
- Employ the most suitable person regardless of political, religious, or sexual persuasion.
- Employ the most suitable person regardless of national origin.
- Employ people with disabilities provided they can safely perform the task in a competent manner and any changes to accommodation requirements are reasonable and do not create an undue hardship on the operation of our business.

4 Definitions

Diversity: means understanding that each individual is unique, recognizing our individual differences across dimensions of race, ethnicity, culture, gender, sexual orientation, socio-economic status, age, occupational background, physical abilities, religious beliefs, political beliefs or other ideologies.

Grieg Seafood is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant.

Management levels in Grieg Seafood are defined in line with best practice:

Level 1 - CEO

Level 2 - Global management team

Level 3 - Regional directors, managers

Level 4 – Supervisors, site managers, other administrative positions

5 Tracking, reporting and key performance indicator

We report and track our KPI progress through our HRIS system. We monitor internally on quarterly basis and report our results annually externally. Progress are communicated and can be found in our annual reports on gender balance.

We share our ideas and experiences as being a member of the Bergen Commerce Resource Group for Diversity and Inclusion at the headquarter in Bergen and part of the Advisory Board of Women in Food and Agriculture.

Gender equality:

- 40% female representation at level 2, 3 and 4 by 2026
- 40% female representation in management positions by 2026

Education diversity:

- > 30 % or more from other industries than seafood – to ensure our recruitment process is open and fair with regard to candidates with different backgrounds and from other industries

Cultural diversity:

- Employ the best candidates regardless of origin and culture.

6 Responsibility for implementing and adhering to this policy

Board of Directors

- Monitors compliance with the policy and results of the KPIs, as this policy is an integrated part of our business strategy

CEO & Global Management Team

- CEO approves this policy
- Championing the policy
- Attend training related to diversity

CHRO

- Reviewing and updating the policy
- Communicating policy organizationally
- Advising and assisting regional directors, managers and supervisors in addressing issues
- Providing regular training/awareness in relation to gender equity
- Responsible for results of the KPIs and corrective actions

Regional Directors, Managers & Supervisors

- Communicating policy to all staff
- Adhering to policy
- Addressing issues
- Responsible for results of the KPIs and corrective actions
- Attend training related to diversity

All staff

- Adhering to policy
- Attending regular awareness programs, including training through the Code of Conduct program

7 Related documents or references

This policy is implemented in conjunction with the following:

- Grieg Seafood Global Standard for Training & Competence
- Flexible Working Arrangements – Grieg Seafood Personnel handbook
- Working from Home Arrangements – Grieg Seafood Personnel Handbook
- Grieg Seafood Code of Conduct
- Grieg Seafood Human Resources Strategy