



# DIVERSITY POLICY FOR MANAGEMENT LEVELS

HUMAN RESOURCES

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# TABLE OF CONTENTS

INTRODUCTION .....	1
DIVERSITY .....	1
REPORTING.....	2

# INTRODUCTION

1.1 The policy sets out the Company's policy for increasing the diversity at the management levels of the Company.

2.2 Management levels means the Executive Management as well as other management levels including the NNIT management team, other key personnel and senior specialists, etc.

# DIVERSITY

2.1 The Company recognizes the importance of promoting diversity in its management levels, including in relation to gender.

2.2 It is the Company's ambition to increase diversity at the management levels of NNIT by creating equal opportunities for men and women, promoting international experience, and maintaining the management's capability to effectively undertake its managerial responsibilities taking the Company's international profile into account.

2.3 The Company will aim to employ the best candidates to the Executive Management and other levels of management. In this context, the Company will consider the Company's other recruitment criteria, including international experience, professional qualifications, experience within IT business, competencies, educational background, etc.

2.4 The decisive factor, in external as well as internal recruitment processes, shall be the candidate's qualifications.

2.5 The Company's general procedures in terms of employment shall provide equal

The Company's general procedures in terms of employment shall provide equal career opportunities for men and women and shall be actively used by the Company when seeking to employ persons to management positions within the Group.

2.6 The Company shall seek to create an attractive working environment which promotes the equal career opportunities of men and women. In order to support equal access for men and women to vacant positions within the Company, the Company shall continuously focus on any barriers that may prevent women from being appointed to a management position. This focus shall apply to all steps of the employment procedure. Consequently, job descriptions, job advertisements, screening of applicants and job interviews should not be aimed at a particular gender.

2.7 In order to promote, facilitate and increase the number of women in other management level positions in the Company, the following measures are pursued:

- (a) Increase the percentage of women at management levels as vacancies arise, subject to identification of candidates with appropriate skills, and in this connection ensure that engaged search and selection firms are requested to identify at least one female candidate for all such positions. All internal and external searches for vacant positions shall include at least one female candidate on the short list, subject to identification of candidates with appropriate skills.
- (b) Develop succession planning with the aim of identifying female successors for management level positions.

- (c) Increase awareness of women in leadership at top management levels in the Company by tabling the matter for discussion at least annually at a board meeting and at meeting of the Executive Management.
- (d) Ensure that female employees experience the same opportunities in their careers and in achieving managerial positions as their male counterparts.

## **REPORTING**

3.1 The Company reports on gender representation annually and in accordance with applicable laws and regulations. In the annual report, the Company will explain the Company's targets for the under-represented gender in the Board of Directors.

This policy has been adopted by the Board of Directors of the Company on 17 February 2015 and re-endorsed on 14 December 2017.

#### **About NNIT**

NNIT is a leading provider of IT solutions to life sciences internationally, and to the public and enterprise sectors in Denmark. We focus on high complexity industries and thrive in environments where regulatory demands and complexity are high.

NNIT consists of group company NNIT A/S and subsidiaries SCALES, Excellis Health Solutions and SL Controls. Together, these companies employ more than 1,700 people in Europe, Asia and USA.

