

## **EQUALITY, DIVERSITY, AND INCLUSION POLICY**

### **Introduction and Purpose**

The Nordic Unmanned Group (“NU”, or “we”) recognizes that a diverse workforce brings an essential contribution to the Group’s success and its ability to be innovative. Drawing on the various experiences and perspectives of our employees adds great value to the running of NU.

An inclusive, diverse, and equitable workplace is what we aim for: a place where our employees, regardless of their gender, age, ethnicity, national origin, education, religion, belief, disability, sexual orientation, or gender identity, feel respected and valued. At NU, we value and respect diverse life experiences and are committed to provide equal opportunities in our recruitment process and upon employment with us.

This equality, diversity and inclusion policy (the “Policy”) aims at communicating the commitment NU has in promoting equality and diversity, including with regard to gender, within our Group.

NU will not authorize or otherwise tolerate business practices that are not in compliance with this Policy.

We comply with relevant legal requirements, including:

- the Norwegian Act relating to equality and a prohibition against discrimination (the “Equality and Anti-Discrimination Act”), which prohibits any discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or combinations of these factors; and
- the Norwegian Act relating to working environment, working hours and employment protection (the “Working Environment Act”).

This policy applies to the entire Nordic Unmanned Group.

### **Scope**

This Policy covers the following matters:

- Our principles regarding gender equality and diversity;
- Our process for recruitment and selection of staff;
- Terms and conditions of employment;
- Professional development;
- Safe working environment;
- Flexible working arrangements;
- Leadership and accountability;
- Non-compliance with this Policy;
- Steps to implement this Policy.

### **Key principles**

NU will:

- Ensure and promote an inclusive company culture;
- Promote a working culture and environment that ensure that all people occupied by the Group are treated with respect, fairness and dignity;

- Promote and foster a collegial workplace, in particular being aware of people's differences and the impact everyone's behaviour has on creating a welcoming collegial atmosphere;
- Challenge discriminatory attitudes and behaviours at any level of the Group it may occur and respond sensitively and swiftly to any incidences of discrimination;
- Value and respect the differences of the people we occupy and together celebrate a diverse workforce that ensures respectful and fair treatment of all;
- Make available and provide reasonable adjustments for employees with disabilities to ensure equal access to employment, our facilities and services offered.

### **Recruitment, selection and promotion**

All work positions opened at NU are advertised on our website and specify clearly the qualifications, knowledge, expertise, experience, and skills required by the applicant.

We welcome job applicants meeting the basic requirements from all parts of our community to apply to our open positions.

We select candidates for employment on the basis of the criteria that are relevant for the position, the applicant's qualifications, experience and aptitudes.

HR oversees all recruitment processes and approves all recruitments before an offer is presented to ensure this Policy have been followed.

Our recruitment process must result in the selection of the most suitable candidate for the contemplated position with respect to qualifications, knowledge, expertise, experiences, and skills.

We commit to avoid direct or indirect discrimination at any stage of the recruitment process

### **Terms of employment**

NU provides equal opportunities for employees.

NU's employees are equally compensated for the same work.

NU regularly reviews its employee compensation practices, including employees on maternity or paternity leave.

NU believes in and practises fair and equal pay for its employees

### **Professional development**

We provide access to learning and development opportunities to all our employees.

We help and encourage all our employees to reach their full potential

### **Safe working environment**

NU does not tolerate any form of harassment or discrimination.

All employees are responsible for reporting any form of harassment or discrimination to the Chief People Officer or by filing a report in Centrik, using the EAR-01 report; “Report ethical and business misconduct”. When filing this report, employees can choose to file the report anonymous or by name.

**Flexible working arrangements**

NU generally aims at providing various flexible work opportunities for employees that can effectively work from home and when working from home does not negatively affect the work performance, so as to support employees with family responsibilities. Flexible work is regulated by the “Flexible Work Arrangements Policy”.

**Leadership, management and accountability**

NU aims to ensure gender representation and diversity across its governance structure and senior management team.

The Chief People Officer is responsible for ensuring that complaints and breaches of this Policy are monitored and solved.

**Disciplinary and termination of employment**

Any employee breaching or violating this Policy will be subject to disciplinary procedures, in accordance with Group policies and applicable national regulations.

Third-parties working with NU who are found to violate this Policy will be subject to termination of their business relationship if no mitigating action is taken when the issue is raised with the third-party.

**Reporting concerns or breaches of this policy**

All employees have a responsibility to ensure compliance with this Policy.

Any employee that witnesses a breach of this Policy has a responsibility to (promptly) contact the Chief People Officer or report the issue using the EAR-01 report in Centrik: “Report ethical and business misconduct”.

Any employee that is unsure, suspects or is concerned that a breach of this Policy has happened either in the past or present by anyone at NU or anyone working for NU as a third-party capacity, is encouraged to address this to the Chief People Officer.

**Roles and Responsibilities**

Function/Individual	Roles and responsibilities
Board	<p>Responsible for Policy approval.</p> <p>The board of directors (the “Board”) has the overall responsibility for the effective operation of this Policy and for ensuring compliance with the relevant statutory framework prohibiting discrimination in each of its areas of operation. The Board is responsible for ensuring that the NU’s duty to engage actively in equality work</p>

	and the duty to issue statements in this regard are met in accordance with [sections 26 and 26 a of] the Equality and Anti-Discrimination Act.
Chief People Officer	Policy owner with overall responsibility.  The Board has delegated to the Chief People Officer the day-to-day responsibility for implementing the Policy and ensuring its compliance and review.
COO and HR	Particular responsibility for ensuring that all HR policies and procedures support the objectives of promoting equality and diversity and eliminating unfair or unlawful discrimination.
Leaders, managers, and supervisors	Responsible for setting appropriate standards of behaviours, eliminating discrimination, providing equality of opportunity within their teams and for implementing a culture of tolerance and respect.
Management, employees, and contract workers of all entities within our Group	All NU employees are responsible for adhering to the policy

### Implementation (on-going)

- In accordance with the Equality and Anti-discrimination Act, we will make active, targeted and systematic efforts to promote equality, prevent discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression or combinations of these grounds, and seek to prevent harassment, sexual harassment and gender-based violence. These efforts will encompass the areas of recruitment, pay and working conditions, promotion, development opportunities, accommodation and the opportunity to combine work with family life.
- Moreover, also in accordance with the Equality and Anti-discrimination Act, we will annually issue a statement on the actual status of gender equality within our Group and our efforts to comply with the activity duty
- This Policy is provided to new hires as part of their hiring at NU.
- All employees are made aware of this Policy.
- Hiring managers and HR are provided with training on non-discriminatory selection techniques in recruitment processes.
- Commitments from third-parties/contractors that they will comply with the Policy when dealing with our employees are obtained.
- We will consult our employees regarding updates of this Policy.

### Deviation

No exemption from this Policy may be granted unless in the case of exceptional circumstances. Any such request must be made in writing and addressed to the owner of the Policy. The Policy owner should assess and decide on each request individually. In the case of exemption this should be clearly documented and logged.

### **Policy Revision**

This Policy will be reviewed regularly, at least every two years by the Board.

### **Related policies and documents**

- Code of conduct for employees
- Human rights policy
- Flexible work arrangements policy
- Whistleblower routine.

### **Contact**

Please do not hesitate to contact the Chief People Officer or send an email to [hr@nordicunmanned.com](mailto:hr@nordicunmanned.com) for further information.