

# Diversity and Inclusion Policy

---



**HOVE**

## Diversity and Inclusion Policy

---

### ***Main aim for this policy:***

Hove A/S aspires to become a more diverse and inclusive company. We do not consider diversity and inclusion to be a compliance requirement, but rather business courtesy.

We recognize that diversity is found in any social identity, such as gender, age, culture, nationality, ethnicity, physical abilities, political and religious beliefs, sexual orientation, and other attributions. Inclusion is the process of involving, accepting, and valuing all people in the workplace regardless of their differences and social identity.

The Diversity and Inclusion Policy is intended to describe Hove's commitment, including its goals, approach, and target areas. As a result, it serves as the foundation for effective inclusion and diversity management in Hove, and it is what we believe best supports our business and people.

### ***Scope of the policy***

The policy applies to all Hove's employees, the management of Hove, contractual employees, and its subsidiaries. Hove furthermore expects that all our business partners and suppliers are adhering to and respecting our policy as well. If you, as an employee, are ever in doubt about how to act, what to buy, how to proceed, it is important that you confer with your immediate manager about it.

## **Requirements:**

---

### **Our belief:**

We value the dynamics that arise from wildly different stories and perspectives. Having varied perspectives and tapping into a broad talent base help generate better ideas to solve the complex problems of a changing and increasingly diverse world. Hove's core values are strongly related to diversity. Our goal is to foster and maintain an environment that values diversity and inclusion.

#### **1. Hove's diversity and inclusion policy builds on:**

- 1.1 A belief that diversity and inclusion are prerequisite for Hove's successful development in the global market.
- 1.2 A desire to guarantee that Hove's contributes to social sustainability in the society in which we operate.
- 1.3 A commitment to ensure equal opportunities for all and the conviction that everyone should be recognized and respected for who they are.

#### **2. Our diversity objective:**

- 2.1 Ensure continued diversity in the Board of Directors, leadership, and teams in Hove.
- 2.2 Secure fair and equal treatment and opportunities in all our activities.
- 2.3 Actively promote and emphasize diversity, openness, and transparency through our interactions with our stakeholders.
- 2.4 Set higher standards for equality and new standards where necessary.

Diversity emerges, when diverse viewpoints, backgrounds and experiences meet. The proactive effort of valuing diversity and fostering an atmosphere in which everyone can grow and succeed is known as inclusion. Our culture and business practices include diversity, equality, and inclusion.

At Hove, we value and encourage diversity of thought so everyone can freely communicate their thoughts and ideas. We believe that combining multiple points of views leads to greater results.

### **Initiatives to ensure and increase diversity:**

Hove has launched several efforts to promote diversity and inclusion, as well as to provide equitable opportunities by encouraging diversity:

#### **3. Recruitment:**

- 3.1 Hove is committed to hiring a diverse staff, with individuals chosen based on their academic qualifications and past relevant experience.
- 3.2 People of all races, ethnicities, social origins, genders, religions, sexual orientations, and other characteristics are encouraged to apply for positions.
- 3.3 The race, ethnicity, social origin, gender, religion, sexual orientation, or other characteristics of applicants or employees have no impact on hiring, promotion, or termination decisions.

#### *4. Talent attraction, retention, and development:*

- 4.1 In order to support the future journey and strategic activities, Hove seeks to attract, retain and develop employees with varied backgrounds, viewpoints, and experiences.
- 4.2 Hove strives to provide equal opportunities for all employees in terms of career development and
- 4.3 advancement and aims to provide the best conditions for career development, mobility, and rotation in order to meet the needs of the employees.

#### *5. Organizational culture:*

- 5.1 Hove aims to facilitate an appropriate work/life balance to reconcile the demands of working life and family life.
- 5.2 Hove strives to being an inclusive workplace, where the organisational culture is characterized by a positive attitude towards everyone and where everyone – regardless of background – meets a welcoming environment.