

Title: Diversity, Equity & Inclusion (DEI) Policy

Policy owner: Human Resources

Approver: CHRO, CEO

Effective date: June 2024

Scope: This policy applies to all employees, contractors, temporary workers and job applicants including people working on Infront premises via a third party. This policy applies to all Infront locations, throughout the recruitment and employment process.

Policy Distribution: This policy is accessible to all employees, contractors, temporary workers and job applicants including people working on Infront premises via a third party.

Introduction

At Infront, we believe that diverse and inclusive teams make smarter decisions for business, the environment, and society. We are committed to fostering an environment where everyone feels valued, respected, and empowered to achieve their full potential.

Purpose

The purpose of this policy is to outline our commitment to DEI and to provide a framework for achieving a diverse, equitable, and inclusive workplace.

Policy Statement

1. Commitment to Diversity

We recognize and value the diverse backgrounds, perspectives, and experiences of our employees.

We recognize and support diversity across all dimensions and strive to be a diverse and inclusive employer, ensuring our workforce and workplace reflect society and the communities we support.

2. Opposition to Discrimination and Harassment

We do not tolerate unlawful discrimination, bullying, or harassment on any ground, including age, race, class, ethnic or national origin, colour, mental or physical health conditions, disability, pregnancy, parent or carer role, gender, gender expression, gender identity, sexual orientation, marital status or other domestic circumstances, employment status, working hours or other flexible working arrangements, or religion or belief.

We are committed to recruiting, hiring, and retaining a diverse workforce.

3. Equity in the Workplace

We strive to create an equitable workplace where everyone has access to the same opportunities and resources.

We will regularly review our policies and practices to ensure they promote fairness and equity. We are committed to ensuring fair and equal pay for equal work and comparable performance for all our employees by:

- Monitoring remuneration data at least once a year.
- Include in Infront's annual salary review process an evidence-based decision plan to rectify any identified disrupted variations over time according to Infront's budget possibilities
- Disclosing the group's gender pay gap annually.



We ensure fair and equal access to work by:

- Using inclusive language in all job advertisements.
- Ensuring all locations are suitable for employees with disabilities.
- Providing all employees access to skills and career support where needed.
- Conducting regular reviews of recruitment and promotion success rates and addressing any discrepancies.

4. Inclusive Culture

We are committed to fostering an inclusive culture where all employees feel welcome, respected, and valued.

We strive for an environment where our employees can be themselves, contribute, be heard, and grow.

We provide annual training and resources to help employees understand and embrace DEI principles.

We encourage open dialogue and feedback on DEI issues and take action to address any concerns.

5. Accountability and Continuous Improvement

We set measurable goals for DEI and regularly track our progress.

We hold ourselves accountable for continuous improvements in DEI.

We seek input from employees and other stakeholders to inform our DEI initiatives and ensure they are effective.

Our HR department monitors diversity metrics, report progress, and take steps to address employee feedback.

6. Reporting and Compliance

We report on our DEI performance regularly, ensuring transparency and accountability.

We have an independent whistleblowing portal in place for employees to report discrimination and harassment confidentially, ensuring follow-up and action as necessary. The whistleblowing portal can be accessed via our website: Whistleblower Portal

Implementation

1. Leadership Responsibility

Senior leaders will champion DEI and integrate it into the company's strategic goals.

Managers are responsible for promoting DEI within their teams and ensuring compliance with this policy.

2. Employee Engagement

All employees are expected to contribute to a diverse, equitable, and inclusive workplace.

We provide opportunities for employees to participate in DEI initiatives and provide feedback.

3. Measuring Diversity

We measure diversity both on a country level and on a departmental level to ensure we have diversity throughout the organisation.

4. 2030 Goal

As a concrete step towards a well-balanced gender representation at Infront, we have set a goal to have a minimum of 30% women employees by 2030 (24% in 2024).

Performance made possible



Conclusion

Our commitment to DEI is an ongoing journey. We will continue to learn, grow, and strive to create a workplace where everyone can thrive. Together, we can build a more diverse, equitable, and inclusive Infront.