

Glunz & Jensen Equality Policy

May 31st, 2023

Policy brief & purpose

At Glunz & Jensen we believe that a diverse and tolerant organization makes the company stronger, increases the competitiveness and creates a good and innovative working environment. We want to develop and benefit from the total potential of all employees and that all employees can develop their full potential in balance between working life and private life.

This policy sets out Glunz & Jensen's approach to equality and diversity. Glunz & Jensen is committed to promoting equality and diversity and promoting a culture that actively values difference and recognizes that people from different backgrounds and experiences can bring value to the workplace and enhance the way we work. Glunz & Jensen aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

At Glunz & Jensen, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in employment, and to goods and services. We consider diversity to mean respecting difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for Glunz & Jensen too. We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

It is Glunz & Jensen's goal to increase the part of women in the management group within a three-year period. Glunz & Jensen's will reach the goal by requiring candidates of both genders in the recruiting phase and by considering the underrepresented gender at succession planning. In Glunz & Jensen we acknowledge the presence and acceptance of the diversity within our company, our community and with the people we do business with. Glunz & Jensen's works very intentionally on awareness on equality, multiplicity, and diversity in its marketing to signal that the company wants to reflect the society in its employee composition.

At present, Glunz & Jensen has one female board member who entered the Board of Directors in 2020 whereby Glunz & Jensen reached its goal of having at least one female board member by 2021. However, the Board of Directors is aware that this still represents an underrepresentation and wants to support and contribute to the part of female board members being increased. Considering Glunz & Jensen's business and the line of business within which Glunz & Jensen is operating, the Board of Directors has set the specific goal that the part of women elected at the general meeting is to amount to at least 25% by 2025.

In the view of the Board of Directors, this goal is an ambitious and realistic goal for a company within the lines of business in which Glunz & Jensen is operating as these lines of business traditionally do not have many women neither in the board of directors nor at the other management levels. Within the last years we have succeeded in hiring female employees. It is the plan of Glunz & Jensen to further increase the number of female employees in all organizational levels in the years to come.

Ultimately, Glunz & Jensen's shareholders elect the Board of Directors at the company's general assembly and consequently also determine the gender composition of the Board of Directors. To the extent that the Board of Directors proposes new candidates for the Board of Directors, the Board of Directors will regard gender as one separate parameter to reach the determined goal. When candidates are proposed for Glunz & Jensen's Board of Directors, it is essential that the members represent professional competences relevant to Glunz & Jensen.

Actions

1. Glunz & Jensen actively seeks to recruit new employees of all ethnicities and genders.
2. Glunz & Jensen seeks to have an improved gender distribution in employees and Management.
3. Glunz & Jensen seeks to have an improved gender distribution in the Board of Directors.