

Standard for Diversity, Inclusion and Belonging in SpareBank 1 SR-Bank ASA

This document describes requirements and guidelines for diversity, inclusion and belonging

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1. PURPOSE

This standard is intended to ensure that employees of SpareBank 1 SR-Bank experience inclusion and belonging, and that we practise good diversity management.

Systematic work on equality and diversity at all levels will pay off through:

- Better job satisfaction and a better working environment
- Greater innovation and profitability
- Being a more attractive employer
- Having a positive reputation

The standard is designed to:

- Provide guidance for work on diversity, inclusion and belonging
- Help ensure that the diversity in SpareBank 1 SR-Bank better reflects the society of which we are a part
- Contribute to how we create an inclusive environment where managers and employees see each other and release the potential inherent in each employee
- Provide guidance on how we show openness and respect for diversity

2. DEFINITIONS

Diversity means the inclusion or involvement of a range of differences. Such differences include diversity within and between people such as gender, age, functional level, ethnicity, life stance, cultural background, class, gender identity and sexual orientation. They also include education, experience, qualifications, interests and family situation.

Inclusion and belonging means the individual employee's subjective experience of feeling accepted, respected, valued, and part of the community.

3. TARGET GROUP

This standard applies to all employees of SpareBank 1 SR-Bank ASA, including subsidiaries.

4. GOVERNING PRINCIPLES AND CRITERIA

In general

- The diversity in SpareBank 1 SR-Bank should reflect the society of which we are a part
- Our corporate culture must be characterised by a sense of belonging and a feeling that what you contribute is valued.
- The Group practises zero tolerance of any form of discrimination in respect of employment and occupation.
- No one should feel bullied in our group. We practise a policy of zero tolerance for verbal, non-verbal, physical and sexual harassment. All employees have both the right and a duty to report it if they or others are subjected to this.
- The executive management team must update the Board every year on the status of the goals within the area of equality and diversity.
- We want gender balance at all management levels and in specialised technical positions.
- We must ensure that we comply with applicable laws and regulations for this area, including our annual activity and reporting obligations.

Working environment

- Everyone has a responsibility to create an inclusive environment in which managers and employees see and respect each other.
- SpareBank 1 SR-Bank should be a good place to work for everybody. A workplace that employees experience as safe and in which the individual's rights are properly safeguarded.

Career, salary and professional development

- All employees must have equal opportunities for career and professional development.

Recruitment

- Diversity must be a major factor in our recruitment processes, and the Group must ensure that recruitment processes eliminate discrimination.
- We must conduct a specific risk assessment when recruiting candidates from so-called risk countries, as defined by the authorities.
- We will offer Norwegian language training when necessary to qualified candidates who we want to recruit.

Management

- Managers must be offered the training and tools necessary to practise diversity management in line with best practice, for example in line with the Norwegian Standard for Diversity management systems – Requirements (NS 11201:2018), which includes the following:
 - Diversity skills in management at all levels
 - Flexibility and the ability to understand different perspectives
 - The relationship between diversity and value creation
 - A language that builds a common identity and promotes mutual respect, such that the differences in the diversity are expressed
 - Inclusion
 - An awareness and understanding of our preferences behaviours and forms of communication, and those of others
 - The skills necessary to use the potential of diversity for problem solving

Customers

- The Group must ensure that all of our customers are treated equally and have initiatives that can improve their understanding of personal finances
- The Group must work actively to make our customers, suppliers and partners aware of the Group's standards for diversity, inclusion and belonging.
- We must strive to use our employees' cultural and language skills to offer good customer care wherever relevant

5. ORGANISATION AND RESPONSIBILITIES

Responsibility for ensuring that SR-Bank is an inclusive workplace in which all employees feel safe and a sense of belonging is set out in the remit of the Diversity, Inclusion and Belonging Working Group. The working group aims to increase the business enterprise's maturity within equality, diversity, inclusion and belonging. At the same time, we must help highlight the Group's work in this area internally and externally.

The working group recommends proposals that are decided on by the management group, FBK, and then SAMU, which is the highest body for ensuring a good working environment and cooperation in the Group.

Everyone in a leadership role is responsible for operational diversity in the Group. Responsibility for setting requirements for suppliers of the Group lies with the Purchasing Department.

6. MANAGEMENT AND REVISION OF THIS STANDARD

This standard is revised on an annual basis by the Content Manager. This standard must be reapproved in the event of changes and at least every 3 years.

7. NONCONFORMITY MANAGEMENT

Deviations from this standard will be regarded as an undesirable incident and must be registered as a breach of the rules and guidelines in line with the corporate procedure for following up nonconformities.

Deviations will be reported as undesirable incidents in [the incident database and be subject to the](#) procedures in force at any given time.

8. REFERENCES AND RELEVANT LINKS (CAN BE UPDATED WITHOUT REAPPROVAL)

SpareBank 1 SR-Bank ASA's approach to equality and diversity is supported by a number of strategies, documents and memberships including:

- Sustainability Strategy
- Code of Conduct
- Ethics guidelines
- Employee Manual
- The Group is a signatory to the Women in Finance Charter
- Norwegian Standard for Diversity management systems – Requirements (NS 11201:2018)