

Policy

Equality and diversity



Version	Date	Document owner	Decision	Status
1.0	23.10.2020	Group Support	Group Management	Adopted

Contents

1	BACKGROUND.....	3
2	PURPOSE.....	3
3	TARGET GROUP	3
4	PRINCIPLES AND COMMITMENTS	3
4.1	Strategic guidelines.....	3
4.2	Commitments.....	4
4.3	Requirements and expectations of customers, suppliers and partners.....	4
5	GUIDELINES.....	4
6	RESPONSIBILITY, MANAGEMENT, FOLLOW-UP AND REPORTING	5

1 BACKGROUND

Sparebanken Sør wishes to create long-term value and contribute to sustainable development of society. For Sparebanken Sør, sustainable development means contributing to the positive future development of the environment and climate, social conditions and corporate governance, as well as exercising corporate social responsibility in the areas where the Bank operates. Our sustainability efforts help to strengthen the Bank's competitiveness and reduce risk for ourselves, our customers and our partners.

Equality and diversity are an important part of Sparebanken Sør's sustainability work.

The UN's sustainable development goals represent a joint programme to eradicate poverty, combat inequality and stop climate change.

2 PURPOSE

This Policy is intended to support Sparebanken Sør's work to influence equality and diversity, both in our own organisation and at our customers, partners and suppliers.

3 TARGET GROUP

This policy applies to all employees in all areas of Sparebanken Sør.

4 PRINCIPLES AND COMMITMENTS

4.1 Strategic guidelines

Sparebanken Sør has adopted the following strategic guidelines for equality and diversity.

Equality and diversity play an important role in promoting fairness and competitiveness. Equality and diversity create equal rights and opportunities for everyone to participate in the employment market and to contribute to the development of society.

For Sparebanken Sør this means:

- not being complicit in breaches of human or employee rights, or international law
- striving to make equality and diversity considerations an integral part of how we think and what we do at all levels of the Bank
- promoting diversity among the Bank's employees by considering equality and diversity in recruitment and career progression
- ensuring that no discrimination takes place based on factors such as ethnic background, religion, sexual orientation, disability, age or gender
- having an inclusive working environment characterised by respect and consideration, with zero tolerance for bullying and harassment
- promoting a full-time culture
- facilitating equal parental rights and other necessary care arrangements
- accommodating employees with a permanent or temporary need for workplace adaptation
- being a workplace where all employees are given opportunities for professional and competence development
- having a vision of equal pay for work of equal value

4.2 Commitments

Sparebanken Sør pledges to comply with all legislation that is relevant to our activities, and to strive to ensure that our customers, partners and suppliers comply with legislation that is relevant to their activities in the market areas in which they operate.

UN Global Compact

Sparebanken Sør has signed up to the ten principles of the UN Global Compact, where the following principles are of key importance for equality and diversity:

- Principle 1: We will support and respect the protection of internationally proclaimed human rights (beliefs, ethnic origin, the right to work and education etc.)
- Principle 2: We will make sure that we are not complicit in human rights abuses
- Principle 6: We will uphold the elimination of discrimination in respect of employment and occupation

UNEP Principles for Responsible Banking

Sparebanken Sør has also signed up to the UN's environmental programme, the UNEP Principles for Responsible Banking, where the following principles are particularly important for equality and diversity:

- Principle 1: We will align our business strategy to be consistent with and contribute to individuals' needs and society's goals
- Principle 2: We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services
- Principle 4: We will proactively and responsibly consult, engage and partner with relevant stakeholders to achieve society's goals

The UN's Sustainable Development Goals

The UN's sustainable development goals, which were adopted in 2015, represent a global plan to eradicate poverty, combat inequality and stop climate change. The plan consists of 17 goals, which are referred to as the world's blueprint for sustainable development. Sparebanken Sør supports all 17 of the sustainable development goals.

The following sustainable development goals are of key importance for equality and diversity:

- SDG 5: Gender equality
- SDG 8: Decent work and economic growth
- SDG 10: Reduced inequalities

4.3 Requirements and expectations of customers, suppliers and partners

In their corporate governance, our customers and suppliers are expected to emphasise meeting the obligations and principles relating to equality and diversity that apply to Sparebanken Sør.

5 GUIDELINES

The table below shows objectives, activities and measures intended to stimulate equality and diversity.

Area	Objective	Activity/measure
Recruitment	The Bank has a long-term goal of achieving a relatively even gender distribution at all levels of the organisation, and aims to increase the proportion of women in senior positions.	When recruiting, the best female applicant will always be assessed against the best male applicant. In departments where one gender is under-represented, special emphasis will be attached to this in the assessment.
	The Bank aims to increase the proportion of employees from ethnic backgrounds other than Norwegian.	When recruiting, as a minimum the best-qualified applicant with an ethnic background other than Norwegian must be interviewed.
Pay	The Bank aims to provide equal pay for equal work and performance regardless of gender.	Equal pay fund in local pay negotiations.
Equality and diversity		Equality Committee Certified in equality and diversity (https://likestillarbeidsliv.no/Norwegian only) – recertification in 2021

6 RESPONSIBILITY, MANAGEMENT, FOLLOW-UP AND REPORTING

You can read more about responsibility, management, organisation and reporting in the governing document Sustainability Strategy.

An equality and diversity report must be prepared each year.

Type of report	Revision frequency	Responsible party
Annual Report/Sustainability Report	Annual	Group Support