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VP People, Purpose & Communication



# Diversity Policy

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**BioMar Group**

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In BioMar, we believe diversity, equity, and inclusion are a fundamental factor releasing the full human potential of society. As socially responsible company, we must facilitate that underrepresented talent thrive, experience development opportunities, and are being selected into relevant roles. We are committed to ensure diversity is being promoted across all management levels and among all employee groups.

Diversity is broadly defined as being including but not limited to professional background, seniority, education, age, gender, ethnicity, religion, sexual orientation, and physical/mental ability.

## Our commitment

BioMar is committed to increase and safeguard value creation in the company through encouraged collaboration between people with different backgrounds. Focus on diversity in the employee composition is a supporting factor for breadth and variation of expertise and for enhancing innovation, engagement and qualified decision making.

The purpose of the company's targets and efforts on diversity is to ensure a corporate culture supporting diversity. We strive to minimize barriers of conscious and unconscious bias which could potentially restrict diversity or counteract equal employment or career opportunities.

It is our principles that:

- We strive for diversity, equality, and inclusion at all levels in the organisation
- We are committed to build a company culture recognizing the inherited value of all human beings
- We strive to be flexible supporting employee differences
- We train our people leaders to understand and act on the importance of diversity

## Inclusion of under-represented talent

BioMar strives to be an attractive and stimulating workplace with a culture that appeals to and retains the most qualified employees. It is our ambition to create equal career opportunities for all employees promoting diversity in collaboration. A particular focus is set to promote the underrepresented gender, as a factor driving general diversity and equity.

Any talent procedure and decision, such as hiring, developing, and promoting, must be designed, and executed to ensure the best possible fit towards the criteria of the job and the future development of the company. This includes ensuring diversity in teams and workforce composition.



We commit to measure and take action to ensure that all employees experience equal opportunities in respect of development opportunities and career advancement, regardless of background, personal life circumstances and other diversity factors.

At the same time, we commit to safeguard policies and practices for remuneration and granting of salary benefits to employees are gender neutral and to the widest extent possible support the principle of equal pay for equal work or equal value.

Finally, we commit to building focus on work-life balance into the employee life cycle, ensuring that the company sets focus on building the foundation for a diverse workforce, where every employee experience to be included.

## Diversity in management

In BioMar, we have a fundamental belief that results are created by people. BioMar considers diversity a strength which makes a positive contribution to growth, risk management, and value creation for the company. In addition, diversity of expertise and backgrounds are considered to be factors contributing to enhancing the quality of the work performed by management and the interaction in and between the company's management levels.

BioMar strives to obtain a high degree of diversity at the company's management levels, ensuring a broad range of expertise, views, and experiences. Broad representation of educational and business backgrounds, culture, age, and gender as well as both national and international experience at the management levels is a company priority.

With a view to supporting equal access to management positions in general, the company strives to minimise barriers that may limit diversity. This applies both to day-to-day work as well as to all stages of the selection and promotion processes, in which we strive to not aim any job descriptions, job advertisements, screening of applicants or job interviews without legitimate reason at a specific gender, culture, age or the like.

When an unrepresented talent source is detected, such as an underrepresented gender, focus is set on getting more of the underrepresented gender into management positions by taking dedicated initiatives and actions to support a more equal gender distribution. This includes:

- Striving to always have at least one of each gender among the final candidates when recruiting for management positions
- Striving to build and monitor a leadership talent pipeline, where higher diversity at entry management levels supports the future diversity in senior management
- Striving to ensure that employees experience to have equal opportunities in respect of career



advancement and management positions, regardless of gender, and detect root causes for any discrepancy between gender

- Striving to promote practices for remuneration and granting of salary benefits to employees in management positions are gender neutral and to the widest extent possible support the principle of equal pay for equal work or equal value

## Diversity Targets

Where specific targets have been set for the proportion of the underrepresented talent such as gender, such are documented in yearly reporting as well as in country specific documents at the company website.

As adopted by the BioMar Board of Directors on February 27th 2023 to take effect from March 1st 2023.

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| Version history |            | Owner and approver |  |
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| Version 1:      | 24-02-2023 | Owner:             | VP People Purpose & Communication<br>Sif Rishoej |
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