



## **FALCK'S DIVERSITY AND INCLUSION POLICY**

### **1. OUR APPROACH**

Diversity is key in a people business like Falck's. Our most valuable asset is our workforce and the core of our business is saving and improving lives. It is therefore key to us to attract a diverse group of talents that possess the right competencies.

We strongly believe that a workforce with diverse backgrounds, thinking, and personalities combined with the right capabilities is a key enabler of a better performance on a company level to fulfil our mission and grant an excellent service to our customers.

The overall aim of this policy is to set the tone and expand the mindset for perspectives in a diverse workforce with different backgrounds, to mirror society and our customers through the employees and representatives.

### **2. SCOPE**

The Diversity & Inclusion Policy defines the elements of Falck's strategy on diversity for all entities located in Denmark. The policy also specifies the focus areas within the topic.

Falck's primary commitment is towards the Danish legislation, therefore the current Diversity and Inclusion policy applies to all employees, all functions, and all entities in Denmark, including the global functions operating from the Danish headquarters.

However, our intention for this policy is to set the tone for the global culture and thinking and we are committed to lift it to a global level and implement it internationally after investigating local regulations.

### **3. RESPONSIBILITIES**

Falck intends to become a workplace where employees can develop without encountering cultural or organisational barriers. Aligned with the corporate strategy, Falck is on the transformational journey to increase the transparency in our diversity and inclusion. Therefore, as a start, we wish to

prioritise gender composition and nationality composition as focus areas. In both focus areas, we emphasise the recruitment process as an enabler of greater diversity.

Besides supporting diversity in recruitment, we aim to promote our internal talent pool and increase the number of candidates selected from inside Falck by granting early access to vacancies internally.

Falck's general approach and key elements to diversity and inclusion indicating the overall goals and focus areas are set out below.

### **3.1 GENDER COMPOSITION**

#### **3.1.1 Management**

Falck will work towards a balanced gender composition, hence increase the share of the underrepresented gender (women) in management positions.

#### **3.1.2 Recruitment**

Gender diversity is emphasised throughout the recruitment and selection processes, to ensure balanced teams and hire the best-suited candidates. Best-suited candidates are considered as individuals possessing the right set of competencies for the open position, the right attitude and behaviours, and willingness to contribute to achieving our business goals, regardless of their gender. Additionally, candidate pools for managerial positions should always include at least one candidate from the underrepresented gender.

As part of current policy above described principles are communicated to third parties engaged in recruitment processes as well as to internal hiring managers and recruiters.

#### **3.1.3 Board of Directors**

Falck is committed to ensuring a balanced gender composition among members of the Board of Directors, in alignment with the effective Danish legislation. Currently, Falck fulfils the criteria of a balanced composition of the Board of Directors, and we aspire to maintain such a composition regardless of personal changes.

### **3.2 NATIONALITY COMPOSITION Nationality composition**

Falck is dedicated to increase the number of nationalities working in the headquarters, aiming for a more balanced international composition.

As an attribute of our line of business, a majority of positions open for international candidates are located in the global functions. Vacant positions in such an organisational unit are occupied through a recruitment process where international candidates are granted equal chances. When a candidate from another country is chosen, Falck supports the candidate with all practicalities around relocation.

In some of the global functions the workforce is already international, and the work takes place in cross cultural teams. Such diversity is encouraged in all suitable departments and organisation units.

### 3.3 SPEAK UP

In accordance with the Whistleblower Policy, employees are encouraged to report any concerns about irregularities or improper actions that have been committed, are suspected or likely to be committed, or actions that fail to comply with applicable laws and regulations or the Falck Code of Conduct.

### 3.4 COMPLIANCE WITH THIS POLICY

Employees are responsible for ensuring that they comply with this Policy which includes ensuring that our workforce reflects a diverse background, thinking, and personality combined with the right capabilities.

Failing to comply will have severe consequences for the parties concerned up to and including dismissal and/or criminal charges and could be damaging to Falck activities and reputation.

The current version may be amended from time to time and all employees must ensure they are compliant with the latest version of the Policy. If in doubt about anything relating to this Policy, including the applicable version thereof, please consult Global Compliance.

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Scope	Everyone in Falck entities in Denmark