

Diversity, Equity, Inclusion and Belonging Policy

Protector Insurance ASA

Diversity, equity, inclusion and belonging policy

1. Purpose

The purpose of this document is to provide guidance and information about diversity, equity, inclusion and belonging. This policy applies to all conduct that is related to your work or which may impact Protector's reputation.

2. Protector's implementation of diversity, equity, inclusion and belonging

In order to favour independent opinions and remain in compliance with local regulations both the Board and management shall be diverse in terms of gender, age, geographical origin, educational- and professional background. A positive attitude towards diversity, equity, inclusion and belonging is integrated into the day-to-day operations across Protector.

To reinforce our commitment to DEIB, we require all employees to undergo mandatory DEIB training. This training will equip our employees with the knowledge, awareness, and tools to promote an inclusive and respectful work environment. This mandatory training will establish a shared understanding and a common platform for DEIB initiatives throughout the organization. We also encourage continuous learning and engagement in DEIB through available resources, workshops, and discussion forums.

Working conditions, salaries, benefits, career development and other employment terms are designed to provide equal opportunities and support work-life balance and parenthood.

The DEIB Committee has representatives from each country, and they are responsible for planning, implementing and evaluating actions. The committee will promote diversity, equity, inclusion and belonging, and prevent discrimination.

In order to assess the impact of DEIB actions and initiatives, the Pulse survey measures progress through relevant questions. The company aims to achieve an DEIB score of 80 out of 100. The Protector Board will be informed of progress and any issues.

3. Protector aims to achieve the following positive outcomes:

- To create and maintain a more equal and diverse workplace and culture, where individual differences are recognized and valued.
- Objective, fair and inclusive recruitment processes.
- Equal salary for similar responsibilities and performance.
- Equal career opportunities regardless.
- Any complaints of discrimination are dealt with promptly, fairly, openly and effectively.

4. Guiding Principles for diversity, equity, inclusion and belonging:

We expect that all employees and leaders contribute to create an inclusive workplace where everyone is treated fairly and with respect. All employees are expected to challenge biases and discriminatory behaviours, actively participate in DEIB training and development, advocate for the inclusion and equitable treatment of all employees and contribute to a sense of belonging through collaboration and support.

Leaders, on the other hand, have the responsibility to lead by example and promote an inclusive culture throughout the organization. They are tasked with establishing policies and practices that foster DEIB, ensuring equitable access to resources and career development opportunities. They should encourage open communication, creating a safe space for employees to share their experiences and concerns.

We encourage all to take action to make others feel included and challenge if we don't live up to our values. Protector will not tolerate any form of discrimination because of religion, skin colour, gender, sexual orientation, age, nationality and disability. We encourage our people to raise any concerns with their immediate line manager, or another manager within the organization, or our HR representative, or via "Your Voice" in Hibob at the earliest opportunity.

5. Version

Version nr.	Description	Edited by	Owner	Approved by the Board of Directors
1	First version	HR, NW	DEIB committee	
2	Updated with DEIB abbreviate and 2023 actions	HR, NW	DEIB committee	