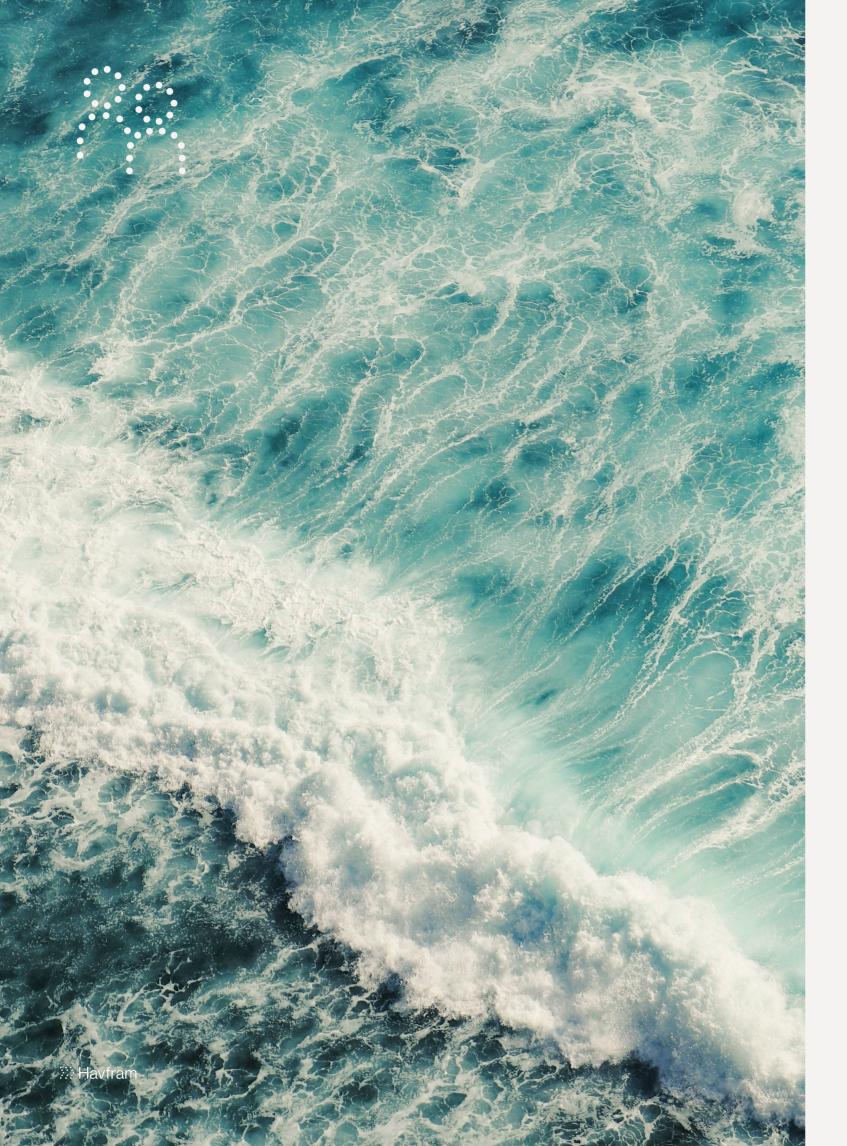


## Diversity & Inclusion Policy





## Diversity & Inclusion Policy

Our employees are the most valuable resource for the organisation in order to meet the business objectives and for successful execution of our projects and activities.

We believe that bringing together employees with diverse mindsets, perspectives, experience and background will strengthen our culture and DNA which will add value to both business and individual performance.

Havfram will actively work towards improving and developing the level of diversity in the organisation.

We acknowledge and firmly believe in the benefits and increased value creation for the organisation becoming a further diversified and inclusive company.

Havfram does not discriminate on gender, sexual orientation, age, religion, ethnicity, union membership, disability, pregnancy incl. maternity and paternity leave, gender identity and expression.

Ingrid Due-Gundersen
GROUP CEO

