Equity, Diversity and Inclusion Policy

November 2024

Equity, Diversity and Inclusion Policy

Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this Equity, Diversity and Inclusion Policy.

Our Goal

emagine Group´s scope is supplying resources and expertise within IT, tech and business management and our Equity, Inclusion and Inclusion Policy must be read in that context.

The objective of this Equity, Diversity and Inclusion Policy (the "Policy") is to ensure that all business activities of the Group comply with our values (and Code of Conduct).

At emagine, we have a fundamental respect for the value of human life and dignity and want to foster a culture of respect and consideration. We want to be a good place to work for our employees and strive to develop talent, teamwork, and diversity.

We value that all people are unique and respected for their individual strengths.

We strive to attract a diverse workforce and create an inclusive work environment which allows everyone to contribute in the best possible way. The E, D & I policy sets guidelines and principles on how emagine will enhance diversity and inclusion throughout our organization always with values as guiding stars.

Diversity at emagine is about difference. Difference in (and not limited to) gender, physical ability, sexual orientation, nationality, gender identity, race, religion, age or education. A number of these differences are protected in our countries of operation through law, however there are some countries where the local law does not cover these important areas. To ensure employees enjoy a respectable workplace we adopt a global and consistent approach for all our countries of operation.

emagine´s global approach to diversity and inclusion is grounded in:

- Our values (Dedicated, Responsible, Confident and Genuine) – creating the right culture for employees to thrive.
- Our Commitment to the UN Global Compact.
- Our commitment to respect human rights according to the UN Guiding Principles on Business and Human Rights.
- Our global framework of labor relations policies applies to all employees.
- Our Environmental, Social and Governance (ESG) Framework and targets.

By embracing diversity and acting inclusive we open for new ways of thinking, new skills and new opportunities as a significant part of our culture, our reputation and our achievements as well.

Our actions

We operate in a traditionally male dominated and global industry. Therefore, our focus is on increasing gender and different nationality representation at the management levels of our organization and building a culture of inclusion for all colleagues.

We have set up a structure to drive our ambitions – these as well as targets and progresses are available to employees on our internal intranet (see Annex 2):

1. Engaging our employees in EDI – providing opportunities through employee networks and communications to enable our colleagues to shape and drive the D&I agenda.
2. Capability Building – ensuring our colleagues have the knowledge and know-how to drive EDI at emagine.
3. Leader led agenda – clear expectations that our leaders are key to driving change. Leaders who understand accountability sit with them.
4. Equity in our People Practices – continuously improving on processes to ensure equity.
5. Targets – clear and measurable targets to measure progress and hold us accountable.

Annexes

- Annex 1: Document Specification

Annex 1: Document Specification

Equity, Diversity and Inclusion Policy

Document Classification:	External
Reference:	GP-EDI-POL
Version:	2.0
Status:	Active
Last edited by:	Kenneth Wegner
Last validated by:	Sofie Ulendorf

REVISION HISTORY

This Equity, Diversity and Inclusion Policy is reviewed to ensure its continuing relevance to the systems and processes that it describes. A record of contextual additions or omissions is given below:

Version	Summary of Changes	Revision Author	Date
1.0	Document Creation	Kenneth Wegner	11.2023
1.1	Review and update	Jesper Diget	12.2023
1.2	Policy review, classification changed to public	Kenneth Wegner	02.2024
2.0	Review and update – format, purpose, goal, removed policy review, miscellaneous, policy objective paragraph	Kenneth Wegner	11.2024

APPROVAL

Name	Position	Signature	Date
Anders Gratte	CEO	DocuSigned by: Anders Gratte 6DB405CAF4EA4FD...	12-11-2024