

Purpose

The policy's purpose is to create a diverse and inclusive workplace where everyone can thrive. The Gender Diversity Policy outlines our commitment to creating an environment with a positive work culture, where all individuals, regardless of gender identity, feel valued, respected, and empowered to reach their full potential.

It's not just the right thing to do – it's also better for business. We believe that bringing different mindset into teams will make us and the business grow.

Scope

This policy is applicable for all VARD locations.

Definitions and terms

Responsibility

All managers

Implementation

VARD is dedicated to promoting gender equality and creating an inclusive workplace free from discrimination and harassment. We believe in providing equal opportunities for all employees, regardless of gender identity or expression, and fostering a culture where people feel valued and respected. See also VARD's "Ethical Guidelines and Whistle Blowing Policy".

At VARD, we believe that diversity is one of our strengths, and we are committed to creating an inclusive workplace where everyone has the opportunity to thrive. By embracing gender diversity and fostering an environment of respect and acceptance, we will continue to drive innovation, collaboration, and success.

Equal Employment Opportunity: VARD provides equal employment opportunities to all individuals and prohibits discrimination or harassment based on gender. All employment decisions, including recruitment, hiring, promotions, and compensation, are based on qualifications, skills, and performance.

Recruitment and Hiring Practices: We are committed to attracting and hiring a diverse workforce. We will actively seek out candidates from underrepresented genders by utilizing diverse recruitment channels, promoting inclusive job postings. will also ensure that our hiring processes are fair, transparent, and free from bias.

Managers shall always strive to assemble diverse teams and an inclusive culture. To manage gender in this aspect, managers shall aim for equality in all recruitment processes. We always aim to have both male and female representatives in the recruiting (interviewing) process, to avoid biased decisions.

All job adverts shall hold a gender-neutral language and encourage diversity and inclusion. Unconscious bias training should be offered for all recruiting and hiring managers. Biases, conscious or unconscious, social stereotypes about certain groups of people apply to all of us. See also "Recruitment policy VARD Norway".

Training and Education: We will provide regular training and educational opportunities for employees and management on topics such as unconscious bias, inclusive language, and respectful workplace behavior. We will also offer resources and workshops to increase awareness and understanding of gender diversity issues and promote allyship and support for individuals of all genders.

Compensation: We shall compensate employees who have similar job functions with comparable equal pay, regardless of their gender, race, ethnicity or other status.

Workplace Policies and Procedures: VARD will review and revise existing policies and procedures to ensure they are inclusive and free from gender bias. We will implement policies that support work-life balance, flexible working arrangements, and parental leave options to accommodate diverse family structures and caregiving responsibilities.

Promotion and Advancement: We will establish transparent criteria and procedures for promotions and career advancement opportunities to ensure fairness and mitigate gender bias. We will monitor promotion rates and access to leadership positions among employees of different genders and take action to address any disparities.

Support Systems and Resources: VARD provides support systems for employees facing discrimination or harassment, including clear reporting mechanisms and access to confidential support resources.

Monitoring and Evaluation: We measure 40by30 as our key performance indicator to track progress towards gender diversity goals. We will conduct regular assessments and surveys to gather feedback from employees and measure the effectiveness of diversity initiatives. We will use data to identify areas for improvement and adjust strategies accordingly.

Compliance and Accountability: VARD will ensure compliance with relevant laws and regulations related to gender equality and non-discrimination. We will hold managers and leaders accountable for promoting gender diversity and creating an inclusive workplace culture through performance evaluations and recognition programs.

Communication and Transparency: We will communicate the gender diversity policy to all employees through various channels, such as employee handbooks, intranet portals, and company-wide meetings. We will encourage open dialogue and feedback from employees to foster a culture of transparency and continuous improvement.

Periodic Review and Updates: We will schedule regular reviews of the gender diversity policy to assess its effectiveness and relevance. We will update the policy as needed to reflect changes in organizational priorities, best practices, or legal requirements.

Special Requirements

References

HQ-HR-031-P Ethical Guidelines and Whistle Blowing Policy
HQ-HR-090-P Recruitment policy VARD Norway