

# Banqsoft Diversity Policy

## Purpose

At Banqsoft, we believe that human diversity is a strength which provides us with different perspectives, ideas and skills, allowing us to develop the company in a positive direction. Banqsoft opposes all kinds of discrimination, including discrimination on the grounds of gender, age, religion, race, colour, ethnic and national origin, social condition, sexual orientation and disability. Banqsoft complies with current diversity legislation, both national and international, and we work to highlight and promote a tolerant working environment based on mutual trust and respect among ourselves and in the relationship with potential employees, customers, suppliers and business partners.

## Policy Statement

At Banqsoft we deliver the benefits of technology to help our customers succeed and make a difference in society, business and in everyday life. Banqsoft aspires to be the preferred Nordic provider of business-critical software solutions within the Public and Financial sectors. A high knowledge level requires constant and targeted development of staff potential. We therefore focus on the contribution that each individual can make to the team, and how we can develop each other and lift our solutions to a new level by working together.

At management level, we have a consistent focus and concerted effort to promote diversity and work to eliminate bias and discrimination in the workplace. We therefore strive to provide equal opportunities for all employees.

### **Banqsoft has a specific focus on the addressing the following challenges**

- Fair and representative inclusion of men and women in leadership
- Fair and representative hiring of men and women in specialist roles

Specifically, our goal is to achieve a female/male ratio in line with market conditions at all leadership levels and across all other levels.

## Policy Compliance

We consult with our employees, and together with our managers they are invited to propose improvements. Banqsoft is committed to implementing targets every year, prioritising, though not exclusively focusing on fair and representative gender demographics. In that way, the gender distribution will constantly improve.

Banqsoft communicates this policy internally and externally through dialogue with employees, potential employees, suppliers, business partners and customers.