



GROUP DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY

DECEMBER 2024

Executive Summary

This Policy outlines our commitment to fostering a respectful, equitable, and inclusive environment for our workforce and relevant stakeholders. It establishes the principles that promote a diversity-conscious and inclusive experience - essential elements in our relationship with members of our workforce. Our goal is to nurture a culture and leadership that champions inclusion, fostering pride and a greater sense of Belonging.

Issuing Department: Group HR

Owner: Group Chief HR, Communications and ESG Officer

Version: 1.0

Introduction

At Verisure, we understand that we have a key role as an employer, as a business, and as a social actor in promoting a culture of Diversity, Equity, Inclusion and Belonging (DEIB) in our Company. The dedication, passion, and talent of our teams are the pillars of our organisation. This is why we strive to create an environment where everyone can express their unique identity and perform to the best of their ability and why Our People is a core value of our Verisure Environmental, Social and Governance (ESG) Strategy. Embracing DEIB allows us to represent the diverse communities we serve and ensures our teams embody our core values.

This Policy establishes principles for seeking to ensure access to opportunities and uphold a merit-based approach in all our HR processes. We strive to minimise biases, promote Diversity, and cultivate a culture and leadership that are committed to Inclusion and Belonging.

Capitalized words can be found in the definitions section of this document.



Inside the DEIB topic, our double materiality assessment identified three subtopics represented by Impacts, Risks, or Opportunities (IROs):

Topic	Subtopic	Main IROs
Diversity, Equity, Inclusion & Belonging (DEIB)	Employment opportunities for people who have difficulty finding work	<ul style="list-style-type: none"> Increasing job creation and recruitment by promoting Diversity (<i>Positive impact</i>) Reputational loss due to the limited representation of diverse groups (women, youth, disability, etc.) and the absence of initiatives in this realm (<i>Risk</i>)
	Ensuring DEIB for our employees	<ul style="list-style-type: none"> Strengthening internal Equity, reducing the Adjusted Gender Pay Gap, and addressing gender Diversity inequities through the implementation of a specific strategy (<i>Positive impact</i>) Enhanced reputational standing, better functioning, engagement, and productivity resulting from the reduction of the Adjusted Gender Pay Gap (<i>Opportunity</i>)
	Meritocracy and Inclusion	<ul style="list-style-type: none"> Promoting internal growth through a performance-based professional development policy (<i>Positive impact</i>)

Other Relevant Documents

This Policy should be read in conjunction with the following documents:

- [Group Code of Conduct](#)
- [Group Anti-Harassment and Non-Discrimination Policy](#)
- [Group Speak-Up Policy](#)

Key Principles

Engaging with our people	We foster a diverse and inclusive environment and always act with trust and responsibility. Our mission as 'people protecting people' is to strive for employee engagement and ensure access to opportunities for growth.
Ethical Standards and Compliance	At Verisure, we strictly comply with all applicable local laws and regulations. We conduct all DEIB initiatives with high level of integrity and adhere to the ethical standards outlined in the Verisure Code of Conduct.

Responsibility to respect human rights	We recognise Human Rights as fundamental standards that protect individual dignity and equality beyond legal obligations. Our commitment extends to our communities and our social network, where we partner only with those who respect laws and share our values in line with the United Nations Global Compact (UNGC) principles, the Organisation for Economic Cooperation and Development (OECD) guidelines, and the International Labour Organisation (ILO) Fundamental Principles and Rights at Work.
Non-discrimination	We believe everyone should have equal access to opportunities throughout their employee experience. We are committed to preventing any form of discrimination based on gender, sexual orientation and gender identity, age, disability, race, ethnicity, religion, political opinion, nationality, socio-economic background, life stage, personality, working style, or any other characteristic.
Commitment to our communities	<p>We are committed to DEIB, serving as a platform for Diversity advocacy. By safeguarding human rights and protecting vulnerable groups in our communities, we drive positive change both within and beyond our organisation.</p> <p>We prioritise sustainable growth by supporting the development and Inclusion of underrepresented groups, including in our diverse supplier networks, contributing to both societal and business ecosystems.</p> <p>We aim to ensure that our workforce reflects the Diversity of the communities we serve.</p>

Who Must Follow This Policy

All members of our workforce have the responsibility to follow this Policy in their daily work. Any breach may result in disciplinary action. When in doubt, always seek guidance from your DEIB representative.

How do I comply?

1. Commitments

- We are committed to fostering DEIB by enhancing talent attraction, retention, engagement, growth and performance across our workforce.
- We provide job opportunities for individuals facing employment barriers, using this valuable talent source to drive our continuous growth and strengthen our competitive advantage.
- We promote diverse representation, with a strong focus on gender, age, and disability. We strive to ensure equal access to opportunities through meritocracy and Inclusion.
- We aim to reflect the Diversity of the communities we serve, enabling us to better understand customer needs and adapt our products and services to deliver peace of mind in a more customised way.

2. Lines of Action

- **Creation of access to job opportunities:** We are committed to incorporating DEIB criteria into all our people processes. We are committed to ensuring equal access to opportunities when creating new positions and leveraging diverse talent sources. Our HR processes are guided by fairness, free from bias, and any form of discrimination. Our recruitment, hiring, performance evaluations, promotions, and retention decisions are based on merit and capability. This commitment is reinforced by various programmes and initiatives designed to attract, train, and develop a diverse talent pool tailored to local needs.
- **Fair compensation:** We are committed to ensuring pay Equity across functions, geographies, and organisational levels based on merit. Our holistic approach to remuneration integrates cash compensation (fixed and variable components) and might include benefits and long-term incentive plans. We closely monitor external and internal indicators of competitiveness and fairness to evaluate salaries, ensuring they align with economic and social factors. Additionally, we respect compensation regulations designed to prevent pay gaps and ensure fair remuneration based on factors such as position and performance.
- **Training and awareness:** Raising awareness and providing specific training on DEIB topics are key to building a truly inclusive environment. We promote ongoing DEIB training, encouraging all members of our workforce to actively participate. These programmes cover topics such as unconscious bias or strategies for promoting DEIB in daily work practices. We ensure that these training opportunities are accessible to everyone and encourage feedback and suggestions for improvement.
- **Flexibility:** We recognise that supporting a flexible work environment is an important factor for our people and operational management, enhancing productivity, employee engagement, and Inclusion. Together, we aim to build a culture of empathy and flexibility, addressing both individual and team needs. We respect the right to disconnect.
- **Prevent harassment and discrimination:** Each of us is responsible for respecting the dignity of every individual. We foster an environment where everyone is treated equally, regardless of their background, beliefs, choices, or personal characteristics. To maintain this work environment, we have zero tolerance for discrimination or harassment and implement proactive measures to prevent such incidents. We encourage members of our workforce to raise any concerns they might have with their line manager or HRBP (Human Resources Business Partner). For those who may feel uncomfortable doing so, our Speak-up Platform is also available for raising concerns, including anonymously. For further information, please refer to [Group Anti-Harassment and Non-Discrimination Policy](#) and [Group Speak-Up Policy](#).
- **Inclusive culture and leadership:** Everyone is responsible for fostering an environment where all individuals, regardless of their background, feel heard and valued. Leaders at all levels are expected to serve as role models, demonstrating the importance of DEIB values through their actions, as stated in our Verisure RISE Leadership Model. We encourage open dialogue, respectful communication, and the sharing of diverse perspectives. We understand that raising awareness is an ongoing learning process, and we must remain open to change, adapt, and promote best practices.

- **Ensure psychological safety:** We strive to create an environment where every member of our workforce feels safe to express thoughts, ideas, and concerns without fear of judgment or retaliation. We all have a role to play to address and eliminate stereotypes while encouraging our workforce to speak up in case of concerns.
- **Accessibility and support:** We seek to support professionals with disabilities and neurodivergent profiles by reducing barriers that hinder their ability to perform their jobs effectively. We continuously strive to provide more inclusive and accessible solutions. We also foster partnerships with organisations that can help us become a more inclusive and accessible company for people with disabilities.

3. How can I contribute?

- **Promote the formation of Affinity Groups:** We encourage participation in Affinity Groups as these platforms allow us to communicate, share experiences, exchange best practices, and contribute to our diverse and inclusive growth. Verisure Affinity Groups play a key role in fostering an environment where everyone is valued, included, and empowered to succeed. They help advance our DEIB efforts and improve our employee lifecycle. We ask everyone to be active DEIB allies and foster a culture of Belonging, where collaboration, respect, and understanding drive our success. The Affinity Groups Playbook serves as a guide for creating and developing Affinity Groups, so it should be accessible to all.
- **Practice inclusive communication:** Inclusive language and content should be used in all scenarios. We believe that all communications, regardless of format or audience, should reflect our commitment to DEIB. The Inclusive Communications Guidelines, which provide specific instructions and recommendations, should be promoted across the workforce.

4. DEIB Targets and Indicators

Verisure is committed to promoting gender Equity and Verisure should have a public target for overall women representation and another public target for women in leadership positions, both to be reached by 2030 on a best effort basis.

Furthermore, our goal is to ensure fair compensation for all of our workforce, reflecting their roles and contributions. To ensure this commitment, Verisure should publish a maximum Adjusted Gender Pay Gap figure.

To further reinforce our commitment to DEIB, we hold periodical Verisure DEIB Committee meetings. This committee is responsible for reviewing our DEIB roadmap, monitoring progress, prioritising strategic initiatives, and addressing the specific needs of different countries to support them.

Who does what?

Group	Responsibility
Group Management Team	<p>Sponsors this Group DEIB Policy, promotes it throughout the organization, and serves as a role model of it.</p> <p>Approves targets for female representation and adjusted gender pay gap</p>
Country management teams and functional leaders	<p>Identify and address DEIB needs specific to their businesses.</p> <p>Strive to foster an inclusive work environment that is free from all forms of discrimination.</p>
Human Resources	<p>Provides policies, standards, processes, templates, and guidelines for dealing with DEIB matters, in collaboration with DEIB/ESG functions.</p> <p>Manages any risks or opportunities that arise around DEIB issues, always considering the Company's strategy and position in this regard.</p> <p>Oversees and coordinates prevention, training, and communication programmes related to DEIB.</p>
DEIB functions	<p>Design and implement strategies, procedures, initiatives, and programmes that promote a diverse and inclusive workplace, equitable access to opportunities and foster a sense of Belonging for the whole workforce.</p> <p>Proposes targets for female representation and adjusted gender pay gap</p>
Legal team	<p>Collaborates closely with Human Resources on the matters described above and offers guidance on specific issues.</p>
Managers and leaders	<p>Ensure that their teams are aware of this Group Policy, as well as related processes and guidelines.</p> <p>Actively promote an inclusive work environment that is free from discrimination.</p> <p>Address any behaviour that goes against our DEIB values.</p> <p>Support, cooperate with, and, when necessary, lead fact-finding exercises or disciplinary actions related to DEIB issues.</p>

VDEIBC (Verisure Diversity, Equity, Inclusion & Belonging Committee)	Review the DEIB roadmap to identify needs and monitor progress. Prioritise strategic initiatives and discuss country-specific needs and how to support them.
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Definitions

Adjusted Gender Pay Gap	Refers to the difference in average salaries between men and women performing comparable roles, considering factors such as full-time versus part-time status, job family, performance, internal grade, relative level of responsibility, and the country of employment.
Affinity Group	An Affinity Group is a network centred around specific DEIB topics, such as gender, disability, or LGBTIQ+ community. These groups provide workforce members opportunities to engage with corporate culture, promote professional and personal development, and unite for a shared purpose. They also play a vital role in fostering an inclusive environment where everyone feels valued and included.
Belonging	Belonging in the workplace is achieved when individuals feel that their uniqueness is accepted and valued by the organisation and its workforce. It refers to a series of everyday experiences that make individuals feel safe and accepted, fulfilling their emotional need to belong to a group. When team members are appreciated for their individuality and encouraged to maintain their uniqueness within the team, they experience a strong sense of belonging.
Diversity	Refers to the range of traits, characteristics, identities, perspectives, cultures, beliefs, backgrounds, and experiences that distinguish individuals within a group. It reflects the broad spectrum of human differences found in the society where the group exists and operates. While diversity incorporates countless aspects that make each individual unique, it is often understood through key dimensions such as gender, sexual orientation and gender identity, age, disability, race, ethnicity, and other distinguishing factors.
Equity	Refers to the fair treatment of all individuals, ensuring that organisational norms, practices, and policies do not allow identity to determine access to opportunities or workplace outcomes. Equity involves providing tailored support to meet specific needs, ensuring fair access to resources, and opportunities, and the ability to thrive in an environment of respect and dignity.
Inclusion	Refers to how we empower our workforce to work to the best of their ability and feel comfortable and confident being their authentic selves. Inclusion makes sure that everyone's voice is heard, valued, and respected.



Questions and Speak Up

If you have any questions regarding this Policy, please contact your DEIB representative.

We encourage those who encounter or witness misconduct within the organisation to speak up, either to their line Manager, Legal or HR or through the Speak-Up platform (<https://www.verisurespeakup.com>). We investigate all incidents and take disciplinary actions where they are substantiated. We have zero tolerance for retaliation against those who speak up in good faith. For further questions and support, please contact any member of the Group HR or Legal / Compliance.

Version Control

Version	Effective Date	Description of Change	Owner	Approval Trail
1.0	Dec 2024	First issue	Group HR, Comms and ESG Officer	Group Board (11/12/2024)