

Group Diversity, Equity and Inclusion Policy

General assembly- definitions

Diversity:

Refers to the variety of similarities and differences among people, including but not limited to: gender, sex gender identity and expression, ethnicity, race, native or indigenous identity/origin, age, generation, disability, sexual orientation, culture, religion, belief system, marital status, parental status, pregnancy, socio-economic status/caste, appearance, language and accent, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style and personality type.

Equity:

Is about fairness and justice and taking deliberate actions to remove systematic, group, and individual barriers and obstacles that hinder opportunities and disrupt well-being. Equity within FSG, ensures that everyone has access to the same opportunities and conditions.

Inclusion:

Is a dynamic state of feeling, belonging and operating in which diversity is leveraged and valued to create a fair, healthy and high-performing organization or community. Our FSG inclusive culture and environment ensures equitable access to resources and opportunities for all employees. It also enables individual employees and groups of employees to feel safe, respected, heard, engaged, motivated and valued for who they are.

FSG statement

We believe that employees are the key to our success and growth, and nothing can be achieved without strong engagement of employees.

We recognize the value of our employees, including all their knowledge, expertise, abilities, skillsets and experience and we believe that the best ideas come from cooperation between people with diverse values and backgrounds.

Inclusion and diversity are the driving force for improving the creativity of individuals and teams and they are an integrated part within our Credo, Mission and Vision.

FSG Commitment

Within FSG, a diverse, inclusive and equitable organization is one where all employees,



consultants, external workers, customers, suppliers, other partners, visitors, students and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels heard, valued and respected.

We are committed to a non-discriminatory approach and provide inclusion and equal opportunity for employment and advancement in all of our departments, programs and worksites.

This Diversity, Equity and Inclusion policy is an integrated part of our Mission and Vision, as well as our Code of Conduct, FSG HR policy and strategic plan.

Within our 125' years history and current approach within FSG, it is key for us that our employees appreciate diversity in norms, values, beliefs, customs and points of view. Our employees value and include different approaches and perspectives and consider diversity of thought as an asset to lift us up to a higher level.

Our approach on diversity, equity and inclusion fit within our FSG culture and guideline for Action- "Changing along with changes". This guideline grants opportunity to grow and refers to all employees with a challenging mindset, regardless of their background. We believe that when our employees feel included and valued, they will with pleasure and excitement (Waku Waku) do everything possible to realize our company mission and vision.

We must therefore ensure that all our employees will continue to take pride in their work and grow through their work, take on new challenges, instill confidence with others and embrace flexibility and differences to understand various hypotheses and perspectives. There is no single correct way and we want to continuously improve ourselves.

FSG Actions

- Diversity, equity and inclusion is connected to our mission and vision
- We acknowledge and dismantle any inequities within our policies, systems, programs and services and continually update and report on our progress
- We explore and investigate potential underlying, unquestioned assumptions that interfere with inclusiveness
- We lead with respect and tolerance. We expect and encourage all employees to embrace this policy and to express it in workplace interactions and through every day practices
- We commit time and resources to expand more diverse, equal and inclusive leadership within our Board, local management and full staff



- We provide a work environment that is safe, respectful, exciting, transparent and built on trust and teamwork.
- We have a global Diversity, Equity and Inclusion committee which is held accountable for all related activities and topics.
- We pursue cultural competency throughout our organization by creating substantive learning opportunities, such as, but not limited to, value seminars, leadership programs and employee information sessions, and formal transparent policies.
- We include diversity, equity and inclusion to our leadership programs and provide information to our members on a regular basis.
- We include diversity, equity and inclusion in our recruitment and hiring activities as well as in evaluating and promoting processes.
- We train our staff to be responsible for orienting, onboarding and training our staff on equitable practices.
- We update and document progress on our diversity, equity and inclusion practices.

Established:22nd Dec 2022