



# KMD Diversity Policy

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# KMD DIVERSITY POLICY

At KMD, 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. KMD 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. KMD 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.

At KMD we deliver the benefits of technology to help our customers succeed and make a difference in society, business and in everyday life. KMD 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.

## **KMD 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 of 30/70 at all leadership levels and across all other levels. At Executive Board level, we are working towards a female representative of two women (33% in total) by 2022. At the executive management level KMD was in line with this ambition as of December 2018 but not at secondary and tertiary levels of leadership. Across all other layers the gender diversity has historically been in line with the composition of the talent pool in the sector as a whole.

To further workplace diversity, we consult with our employees, and together with our managers they are invited to propose improvements. As of 2019 a diversity task force has been established, with the intent of assessing ongoing diversity initiatives and proposing new initiatives, policies and targets to promote greater diversity. KMD 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. KMD communicates this policy internally and externally through dialogue with employees, potential employees, suppliers, business partners and customers.

KMD reports on the results of the diversity initiatives in the annual CSR report, which is prepared under section 99a of the Danish Financial Statements Act.