



DIVERSITY, EQUITY, and INCLUSION POLICY

At DNV, we believe diversity, equity, and inclusion in the workplace will further strengthen our continued capability to deliver on our **Purpose, Vision and Values**.

Diversity is the representation of all our varied identities, backgrounds and experiences, collectively and as individuals. Our diverse workforce is the best basis for delivering excellence to our customers.

Equity is DNV's commitment to equal opportunity. We strive to achieve equitable outcomes through fair policies, processes and practices, that recognize the differing needs of individuals.

Inclusion is building a culture of belonging by encouraging and respecting active participation by all colleagues. We believe every person's voice adds value.

DNV's global ambition is to:

- Foster an **inclusive** culture where employees can grow, feel valued and have a sense of belonging,
- Embrace **diverse** identities, backgrounds, experiences, and perspectives,
- Work to ensure that **equity** is embedded in our policies, processes and practices, and strive to provide fair access to continuous growth and development for all employees.

To achieve our ambition, we commit to working towards:

- Visibly demonstrating leadership engagement on diversity, equity, and Inclusion;
- Establishing, implementing, maintaining, and continually improving a Management System related to diversity;
- Ensuring that diversity, equity, and inclusion are embedded into all our processes;
- Developing and evolving diversity, equity, and inclusion strategies and initiatives including awareness and training programs;
- Establishing and maintaining procedures for the reporting of discrimination and harassment, investigating reports, and taking appropriate actions to prevent recurrence;
- Working in accordance with the principles of the UN's Sustainable Development Goals;
- Being transparent on our performance through our annual reporting process and other means.