

Policy on gender equality in Hartmann's management

Pursuant to the Danish Act to amend the Danish Companies Act, the Danish Financial Statements Act and various other Acts (Act no. 1383 of 23 December 2012), Hartmann has introduced a policy to increase the number of the underrepresented gender at the company's other managerial levels.

In accordance with the explanatory notes to the Act and with reference to section 5(v) of the Danish Companies Act, Hartmann has defined the other managerial levels as the Presidents of Regional Business Units and the Corporate Heads of functions and managers reporting to them.

Hartmann works according to the principles of the UN Global Compact with a view to continuously eliminating discrimination with respect to job applicants, employees and managers. As part of that, Hartmann has specified a number of focus areas with the aim of further ensuring a balanced gender distribution at its other managerial levels. The focus areas include:

- To require that internal and external recruiters select qualified representatives of both genders as candidates for vacancies;
- To ensure a transparent recruitment process based on a systematic assessment of the skills and profiles of potential employees and managers with a view to ensuring diversity in the group of candidates for vacancies;
- To continuously work on detailed evaluation and development tools, including annual and semi-annual performance reviews, to increase transparency and objectivity in the assessment of employees' and managers' performance for the purpose of identifying and further developing talent;
- To create a framework for the career development of the individual employee or manager through networking.

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