data respons

SOCIAL POLICY

DATA RESPONS SOCIAL POLICY

Data Respons is a technology company delivering consultancy services, R&D engineering services, software, and hardware development, smarter embedded and IoT solutions. We develop everything from sensor level to the app, making us a good partner for our customers in their digital transitions. We can provide a complete competency platform during a development project.

Our 1500 engineers specialize in understanding the environmental challenges and demands of our customers products on top of being best-in-class within their technical disciplines. This combination of experience and knowledge is the foundation that makes us specialists on embedded development.

1.1 Diversity

Data Respons' organization represents significant diversity in education, experience, gender, age and cultural background. Diversity, with respect to both gender and ethnicity, can offer significant competitive advantages. Although achieving a gender balance is challenging in a world with few female computer science engineers, the group works to promote the profession among young engineers and strives to increase the share of female engineers and encourage female leaders.

We increased the number of women from 17% to 21% in 2019, however, this number dropped to 19.8% in 2020 due to a reduction in employees during Covid.

The share of women was 25% percent in Data Respons' management positions. With two women among the five shareholder-elected members on the Board of Directors, Data Respons complies with the Norwegian legal requirements on female representation.

All dimensions in diversity are important to us, but since we work in a male dominated business, we focus especially on gender and attracting women to tech professions.

20% WOMEN (21% in 2019)	45 NATIONALITIES	25% WOMEN IN MANAGEMENT (28% in 2019)	39 AVERAGE AGE
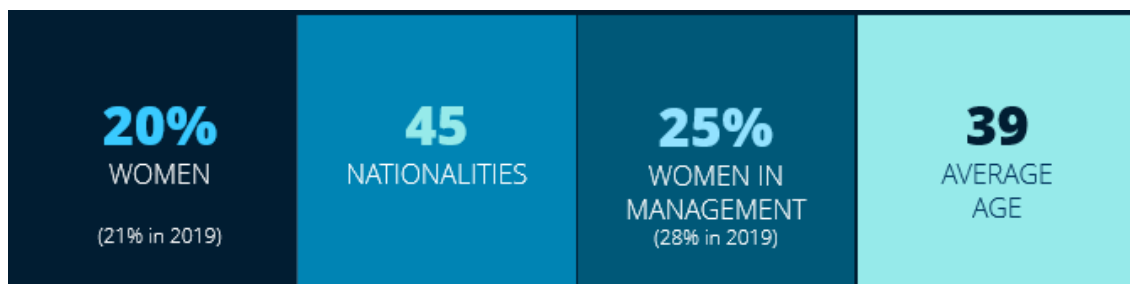
1.2 Creating a positive and professional culture

Creating a positive and professional corporate culture is an important value at Data Respons. Our employees are our most important resources and as employer, we see it as our responsibility is to make sure they have the best possible working conditions.

Across our portfolio of companies there are numerous brand building activities and recruitment through, for example, participating in conferences, seminars and courses. The company recruits globally and offers flexible and individualised terms of employment and centrally located offices to attract the right employees.

Keeping our employees healthy and ensuring their well-being is important to Data Respons. Better health fosters lower sick leave and a joyful work environment, which again results in improved performance at work – supporting our high-performance culture. Our employees are our most important resource and it's our responsibility is to make sure they have the best possible working conditions. In this we follow our corporate values to the letter.

2,6%

SICK LEAVE

Health and safety risks
Data Respons' greatest health and safety risks are repetitive strain injuries and stress-related disorders. Corporate culture encourages physical movement and variation in working posture. Aimed at minimising stress, Data Respons strives to maintain an open, communicative, reassuring, and transparent culture. The company's employees are provided occupational health services according to their individual needs, as well as tools and equipment to prevent repetitive strain injuries, for example. In the Data Respons group were in total two work related injuries reported in 2020. None were considered serious.

1.3 Equal treatment

Working to get the right balance of specialists
Since Data Respons was founded there has been a strong commitment to fostering a culture of diversity and inclusion, and this commitment has only grown stronger as we included more companies, nationalities, and cultures into our company. The Data Respons Code of Conduct helps govern issues such as fair employment, diversity, discrimination, harassment and health and safety. All companies in the Group are obliged to adopt and implement the Code to ensure a uniform approach to these issues across the Group. Discrimination, bullying, or harassment is not accepted, and employees are asked to report incidents of such behaviour to their immediate supervisor or the employee representative.

Equal pay
In Data Respons, the practice is equal pay for work of equal value – regardless of gender, ethnicity, religion, sexual orientation, family conditions or disability. Salary and terms of employment for comparable positions are the same for women and men. Recruitment, promotion, and development of the employees are based on merit and equal opportunity regardless of ethnicity, religion, gender, age, national origin, sexual orientation, marital status, and disability.

Promoting equal opportunity
Data Respons is committed to providing equal employment opportunities and treating all employees fairly and with respect. Data Respons' employees and business units shall only use merit, qualifications, and other professional criteria as a basis for employee-related decisions, such as recruitment, training, compensation, and promotion. We strive to develop programs and actions to encourage a diverse organisation based on the principle of equal opportunities.

1.4 Skills development
Data Respons is a workplace that devotes a great deal of energy to attracting, developing, and retaining skilled and creative colleagues. Colleagues and culture are essential parts of the company's strategy, with focus on skills, innovation, and long-term leadership. The company is an arena of skills, and each

employee ultimately owns their development. Data Respons shows the way by creating clear development paths and offering a carefully chosen range of skills-enhancing activities in our specialist areas.

At Data Respons, employees gain experience from different industries, companies, and organisations. They also have opportunities to work across the entire field of IT and develop in various roles. Above all, they learn in client assignments – every single day, we are working in the thick of the digital revolution. That is why the breadth and development potential that Data Respons can offer are very special indeed.

All subsidiaries have individual expertise and needs. Consequently, a solution for all does not fit our need. We have decided to pass the responsibility to create development plans for every employee to each subsidiary. Each company is responsible to handle recruitment, onboarding, and continuous development plans in accordance with Data Respons values.

1.5 Mission and Values

Mission
Create competitive power and drive digital transitions for our customers through customized technology and niche specialists * *Thus contributing to a more sustainable future for all.*

Values

BEING GENEROUS - We strive to have an open-minded, inclusive, and learning-based attitude and culture. As part of being generous we promote physical activity through training facilities and workouts at office locations.

HAVING FUN - In Data Respons, crazy, non-standard ideas are valued. A good laugh and a sense of humor bring energy. We organize Team building, weekly social gatherings and e-sport events.

TAKING RESPONSIBILITY - When taking total responsibility, we mean helping our colleagues, getting involved, showing enthusiasm and being loyal. We also sponsor bikes/ e-bikes to promote sustainable commuting as an example to take responsibility.

TO PERFORM - Having an underlying will to succeed in everything we do. Desire to acquire new knowledge and exploring new ways to achieve our aim to be the best at what we do. We provide Lifelong learning opportunities (academy, study programs etc.). And sharing knowledge on our internal communication platform.

1.6 Data Respons Code of Conduct
Our Code of Conduct is built on Data Respons' values and, together with our policies and procedures and applicable laws and regulations, provide a framework for what we consider responsible conduct for all employees. Download our Code of Conduct here.