

Diversity, Inclusion, and Equity Policy for Bluegreen Fusion AS

Purpose: We at Bluegreen Fusion AS are committed to promoting a culture that values and respects diversity, ensures the inclusion of all employees regardless of background, and advances equity in all aspects of our business.

1. Diversity and Recruitment:

- We actively seek to attract and recruit candidates from various backgrounds and perspectives to enrich our organization.
- Hiring processes shall be fair and based solely on qualifications, skills, and potential.

2. Inclusive Work Environment:

- We commit to creating a work environment characterized by respect, openness, and collaboration, where all employees feel welcome and valued.
- Discrimination, harassment, and bullying of any form are not tolerated and will be dealt with strictly in accordance with our guidelines.

3. Equity and Fairness:

- We shall practice fairness and equal opportunities in all aspects of our work, including compensation, benefits, promotions, and access to training and development opportunities.
- Any complaints regarding unfair treatment or discrimination will be taken seriously and handled confidentially and fairly.

4. Training and Awareness:

- We shall provide training and awareness on diversity, inclusion, and equity for all employees on a regular basis.
- Managers and employees are encouraged to participate in workshops, seminars, and other learning opportunities to enhance their understanding and practices in this area.

5. Measurement and Reporting:

- We will implement measurement and reporting systems to evaluate the effectiveness of our diversity and inclusion initiatives and identify areas for improvement.
- Open communication and feedback from employees will be valued and used to inform our future actions.

Implementation and Responsibility: All managers and employees at Bluegreen Fusion AS are responsible for complying with these policies and guidelines. Management will actively support and encourage the creation of an inclusive environment, and they will be responsible for ensuring that the guidelines are followed and that any breaches are addressed promptly and effectively.

This policy will be reviewed regularly to ensure that it remains relevant and effective in fulfilling our commitments to diversity, inclusion, and equity.