



Diversity, Equality and Inclusion Policy

Title: Kimbrer Computer ApS Diversity, Equality and Inclusion		Applicable to: Management, employees, contractors, suppliers and business partners	
Page 1	Of 2	Revised by:	Approved by: Prepared by:

PURPOSE

Kimbrer Computer ApS is committed to ensuring a diverse and inclusive company culture facilitating equal rights and opportunities for all its employees. The Policy is part of a journey towards a more diverse and inclusive environment for all stakeholders involved with Kimbrer Computer ApS and manifests our Diversity, Equality & Inclusion (D,E&I) mission in writing.

SCOPE

Kimbrer Computer ApS aims to follow the 10 principles of the UN Global Compact and other relevant governing laws and regulations as described in our Code of Conduct. This D,E&I Policy has a strong emphasis on principle 6: the elimination of discrimination in respect of employment and occupation (UN Global Compact).

This D,E&I Policy applies to management and all employees of Kimbrer Computer ApS.

OUR DIVERSITY, EQUALITY AND INCLUSION PRINCIPLES

Kimbrer Computer ApS wants to promote a diverse and inclusive culture internally. A culture that values Diversity, Equality and Inclusion is not only the right thing to do; we are also convinced that a diverse and inclusive work environment will contribute positively to our business goals. The coming together of people with different viewpoints, and educational and cultural backgrounds is what makes diversity a powerful tool to steer our organisation onto our next big agendas and strengthen our competitive edge. However, this requires an inclusive culture that welcomes everyone to the workplace and encourages people to bring their whole selves to work. It also requires that our employees can rely on equal and fair treatment on all levels and in all topical matters. Such an environment is the basis for people to unfold their full potential. While Kimbrer Computer ApS can already record some initial success in its efforts to introduce D,E&I principles in its organisation, there are aspects in which Kimbrer Computer ApS hereby accelerates its ambitions to become the excellent and trusted IT hardware provider to our international customers that we aspire to be.

Diversity

We commit to driving Diversity within our workforce because we believe it enriches our working culture and fosters our business. As an innovative IT company that is currently on an internationalisation journey, we need to get people on board who can help us bring our business to their countries and navigate us through their competitive markets with their expertise and knowledge of the cultural context. We want to welcome everyone into our teams and encourage them to bring their whole selves to work, as we know that this will increase the diversity among our teams. But we do not want to stop there. Diversity should also scale up vertically; therefore, we want to accelerate our ambitions on gender balance and work towards development of initiatives that will facilitate the creation of equal representation at management levels, especially for further recruitment processes.



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Equality

We want to ensure that all current and prospective employees are granted and can trust in equal rights and opportunities when working at Kimbrer Computer ApS. This extends to all areas from salaries and career path to working conditions. The necessary processes are created to ensure that every employee can trust in equal treatment and handling of any matter.

Inclusion

Kimbrer Computer ApS follows UN Global Compact principle 6 by maintaining a zero-tolerance policy of bullying, harassment and discrimination. We are convinced that only people who feel welcome, respected and included in their workplace can unfold their full potential and by that help our business thrive. Making sure our employees have all the support in working on their mental and physical health has been a strong priority for Kimbrer Computer ApS for a couple of years. We have been supporting employees through free accessible work-out facilities, subsidised medical treatment opportunities, tools like regular health tests and initiatives to consult on and treat mental health issues.

This Policy not only helps Kimbrer Computer ApS to create and maintain a diverse and inclusive working environment internally. It is also our contribution as an organisation to support the UN SDGs and as such help a much broader cultural shift in business practices. We hope to make significant contributions, especially in terms of goal #5 Gender Equality and goal #3 Health and Well-being (UN SDGs).

MONITORING

A governance process conducted by the executive management team determines that violations to the Policy of any kind are handled adequately. Violations can and are encouraged to be reported to the management team. Policies are reviewed and updated annually.

ACCOUNTABILITY

This policy is an integral part of our Code of Conduct and applies to management, all employees and contractors relating to Kimbrer Computer ApS with the expectation that all are responsible for fostering the outlined principles. This policy has been implemented in accordance with Bjarne Aarup (CEO, Kimbrer Computer ApS), the responsible lead for this policy. Accordingly, all communications relating to any potential adversities and/or violations will be managed and secured in a confidential manner.