

PEOPLE POLICY

PURPOSE

The purpose of this policy is to ensure that Techstep has a unified framework for attracting, developing and retaining the right people to meet the company's long-term goals. The framework shall aim to build a relationship between management and employees based on openness, honesty, integrity and trust.

OUR APPROACH

We believe in responsible employees who take ownership of their own development and use their personal qualities, professional expertise and commitment for the benefit of our customers, business partners, colleagues and the company.

Our people policy is based on the principles of a collaborative, equal and inclusive work environment, systematic recruitment and selection, tailor-made training and development, and an efficient compensation system that support the achievement of our strategic goals.

OUR COMMITMENTS

Compliance with relevant laws and regulations

- Techstep employees enjoy rights, pay and employment conditions that are compliant with local legislation
- We respect and comply with fundamental human and labour rights as laid down by UN and ILO, and expect our suppliers and partners to do the same

Recruitment and selection

- We recruit employees with a strong sense of integrity who identify with our values, show initiative and take responsibility for their own performance and development
- When hiring, we run fair, unbiased processes based on valid and objective selection processes. We select the best candidate for the relevant position independent of age, gender, religion, ethnic origin or way of life

Work environment

- We embrace diversity to build an equal and inclusive culture built on collaboration, trust and mutual respect of each other
- We believe in open, honest communication, and involve our employees when possible
- We challenge established thinking, both within our organisation and in our industry
- We want everyone to be engaged and thrive at work, and carry out regular surveys to gather employee feedback

Diversity, inclusion and equality

- All employees have equal rights, opportunities and obligations
- We welcome different perspectives and utilise our collective expertise in our teams
- We combat unconscious discrimination in word and deed through awareness-raising and reflection, and practise zero tolerance for any form of harassment or degrading treatment by or towards employees
- Operating in a typically male dominated industry, recruiting, retaining, and advancing women is a priority
- We survey and monitor pay and working conditions to ensure equal treatment

Training and development

- We believe in challenging people, and together we set clear targets that will add value and ensure the personal and professional development of our employees
- All employees shall receive relevant training and development to ensure quality customer offering and improve personal and collective skills to align and achieve strategic objectives.

We aim to develop a flexible and multi-skilled workforce who can respond rapidly to changes in the business, organisational needs or skill requirements

Compensation system

- Techstep shall offer competitive compensation to attract, retain and motivate employees.

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1.0	Børge Astrup, CEO	17.02.2022	Chief People Officer	New