

Account of our due diligence 2022

Gjensidige's organisation and activities are described in the annual report. Non-life insurance is our core business. In addition, we offer pension and savings products in Norway.

Our governing documents are based on the UN Global Compact principles, which we have signed. We have also incorporated the UN Convention on Human Rights and the ILO's basic standards for human and labour rights. We have signed the UN Principles for Sustainable Insurance (UN PSI) and the UN Principles for Responsible Investment (UN PRI). The aim of the UN PSI and UN PRI is to ensure that sustainability, including human rights, is integrated into the day-to-day operations of our own operations, the suppliers we use to compensate for claims and our investments. We have also signed "Kvinner i Finans Charter" (Women in Finance Charter) and committed to work proactively to improve gender balance in senior positions.

The Board has set general requirements for human and labour rights in the following policy documents:

- Sustainability policy
- Procurement policy
- Code of Ethics

We carry out risk assessments to uncover possible violations of human and labour rights at our suppliers. We use the insights gained from these assessments to prevent and mitigate conditions that may have a negative impact on human and labour rights.

For our investments and investment management, we seek to contribute broadly to the protection of human rights through responsible investments, as a follow-up to our commitment to UN PRI.

Since human and labour rights are integrated into Gjensidige's management and control system, it commits the entire Group and all employees, across all units and countries.

If someone suspects violations of human and labour rights, they can report it through our external whistleblowing channel.

RELATIONSHIPS WITH OUR EMPLOYEES

Gjensidige recognises the ILO and the OECD's overarching conventions, and supports their work for an attractive working life based on social justice and internationally recognised labour rights. All our employees have complete freedom to organise themselves in trade unions, and the trade unions have free access to recruit members among our employees. Independent HSE audits are carried out annually in Norway, Sweden and Denmark to ensure that legal requirements and our routines for HSE are followed up.

Working environment issues are integrated into an annual HSE survey to reveal whether there are conditions that require special follow-up. For each department, we define action plans that are followed up by the respective managers, while conducting departmental risk analysis of HSE. At Gjensidige, we also work continuously to

ensure equality and non-discrimination. We have a Diversity and Inclusion Committee consisting of members from HR and the trade unions, who meet every three months.

According to Norwegian law, employees have the right to be represented in the company's governing bodies. Gjensidige Forsikring ASA's Board of Directors includes three employee representatives who are elected by and from among the employees.

For our employees, the Main Agreement between Finance Norway (industry organisation for the Finance industry) and Finansforbundet (the largest trade union in the Finance industry), together with the provisions of the Labour Disputes Act, shall form the basis and provide rules for negotiations on the establishment of collective agreements. Gjensidige has a similar main agreement with Tekna (trade union). The agreements contain provisions on the relationship between the parties and the rights and obligations of employee representatives and form the basis for the cooperation between employers and employees. These agreements lay down more detailed provisions on how employees, through their elected representatives, shall be ensured influence in matters relating to employment and working conditions. The agreements also set requirements for work on facilitating diversity and equality between the sexes. Through influence and cooperation, including through employee representation on the Group Board, employees with their experience

and insight shall contribute to ensuring safe and good workplaces in the company, and be given opportunities for self-development.

RELATIONSHIPS WITH OUR SUPPLIERS

We mainly buy services from our suppliers, and to a lesser extent goods. In total, we have over 9,000 suppliers. These are mainly divided into two groups:

1. Administrative purchases, such as office rentals, outsourcing services, office equipment, travel services and other things necessary for our employees to perform their work. This group includes both locally and internationally based providers.
2. Claims-related purchases, from workshops, craftsmen and others who carry out repairs or otherwise deliver replacements to our customers. In most cases, this type of supplier has national and local affiliation in the countries in which we operate. This is a natural consequence of the fact that repairs must be carried out where the loss has occurred. We therefore contribute significantly to regional and local value creation in all countries where we operate.

Suppliers with affiliations outside our area of activity come from the UK, Poland, USA, Ireland, Israel and India, among others.

**RESULTS OF OUR FOLLOW-UP
OF SUPPLIERS IN 2022**

- 94 per cent of our payments are made to suppliers who have signed our Supplier Code of Conduct and thereby committed to abide by the UN Global Compact Principles.
- We have followed up 63 of our largest suppliers through the EcoVadis platform. All suppliers receive feedback on areas for improvement in direct dialogue with our purchasing managers or from the EcoVadis platform.
- No suppliers have been excluded as a result of screening, but we set specific requirements for one supplier where we uncovered a significant risk of negative consequences in 2022. The supplier took measures to improve physical working conditions for its employees.

In accordance with the provisions on due diligence in the Transparency Act, we have also started mapping and assessing the materiality and risk of our operations having a negative impact on fundamental human rights and decent working conditions in our supply chain.

Suppliers are selected and categorised as high, medium or low risk based on risk criteria such as country, industry, product and known events. Furthermore, we have initially prioritised the suppliers we believe that we have the greatest impact on, and therefore selected the largest suppliers in terms of purchasing volume. This has resulted in 38 selected suppliers that will be subject to a more thorough investigation in 2023.

We will also work to improve our routines for monitoring suppliers' handling of human and labour rights, and for environmental impact.

