

Diversity Policy

At Carl Ras, we see diversity as a strength. A diverse workplace is more efficient, more attractive, and more innovative.

We work in a male-dominated industry and want to promote the inclusion of women, both in the industry and in our own business.

In addition, we wish to respect all human rights, including anti-discrimination.

We want to build and retain an employee base that is as broadly composed as possible, and which reflects society's demographic with regard to gender, age, and social and ethnic background.

At Carl Ras A/S, we focus on ensuring that all employees, irrespective of gender, age, nationality or the like, have the same opportunities for career development within all areas, including management.

When it comes to career development, we focus on the individual's skills and potential and, in our evaluation system, we have a process that ensures that leadership potential in an employee is identified for further development.

As part of our culture, we encourage all employees to develop their skills and career, regardless of gender.

It is crucial to our success that each managerial position is held by managers with the right skills.

Our focus

1. To ensure that all parts of the recruitment process (incl. job adverts and interviews) attracts female applicants.
2. To spot female talent and ensure that they have the opportunity for career development.
3. To ensure that there is at least one woman included in the last round of interviews for managerial positions.

Our commitments

1. We incorporate this policy into all aspects of our business .
2. We inform and train our employees in this policy.
3. We legally comply with all prescribed requirements for diversity.
4. We use a management system to develop and manage our diversity efforts, as well as set goals for continuous improvements and sustainable development.
5. We openly provide information about our challenges and successes.

We all have a responsibility

At Carl Ras, we all have a responsibility to develop the company in a sustainable manner. It is expected that all employees use common sense in relation to the best interests of the company and the community and that, if in doubt, the employee will liaise with their immediate manager. All employees must act in accordance with the applicable laws, regulations and standards, in order to be loyal to society and the company.

This policy is an integral part of Carl Ras' strategy, sustainability work, business processes, and day-to-day operations.

Management is responsible for the preparation of this policy, as well as the establishment and maintenance of management systems that support the implementation of the policy at Carl Ras. The policy is reviewed once a year by the management group.

This policy applies to Carl Ras A/S.

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Gorm Sig Rasmussen,
Managing Director



Jan Holte Teller
Direktør