

Gender equality status report

Sparebanken Vest has zero tolerance of all forms of discrimination in employment processes and in the workplace. Sparebanken Vest makes determined efforts to promote gender equality. Men and women shall have equal opportunities for development, pay and a career in the bank.

Sparebanken Vest's principle of gender equality entails that that we maintain a focus on gender quality in all our processes, including the employment and application process, and pay and career processes.

One of the measures taken to ensure further development is a dedicated management development programme for female managers in the bank. We have also developed separate guidelines for our remuneration systems, and paid parental leave is included in the basis for calculating bonus payments. We take steps to enable male employees to take parental leave beyond the stipulated father's quota.

We endeavour to promote gender quality through active measures relating to recruitment, pay, promotion processes, development opportunities and protection against harassment.

We are therefore pleased to announce that Sparebanken Vest through an active strategy and focus in both internal and external recruitment processes have raised our gender equality in middle management. Through the last 4 years, we see a significant raise of women in our management at level 2 and our commitment for equal opportunities and gender equality throughout the organisation continues.

GENDER EQUALITY OVERVIEW PER Q3 2019:

Number of women	05.10.2016	31.12.2017	31.12.2018	17.09.2019
Corporate Management	57,14 %	42,86%	57,14%	50,00%
Level 2	15,38 %	16,00%	21,43%	34,38%
Level 3	41,51 %	43,14%	44,23%	46,30%
Other employees	51,84%	55,94%	54,22%	53,16%