



ISS WORLD SERVICES A/S

Diversity Policy for the Board of Directors and other management levels of ISS World Services A/S

CVR no. 10 16 16 14



Diversity Policy of ISS World Services A/S

As one of the largest private employers in the world with operations globally, the ISS Group is committed to fostering, cultivating and preserving a culture of Diversity, Inclusion and Belonging. ISS embraces and encourages diversity in its broadest terms, including age, gender, ethnicity, nationality, culture, language, religion, physical ability, sexual orientation, education and skills.

ISS' global approach to diversity and inclusion is grounded in:

- Our Values
- Our commitment to the UN Global Compact
- Our commitment to respect human rights according to the UN Guiding Principles on Business and Human Rights
- Our global framework of labour relations policies that form part of our internal governance framework and apply to our employees globally
- Our Environmental, Social and Governance (ESG) framework and targets

ISS recognises its diverse workforce as a key competitive advantage. We consider our employees our most valuable asset. Diversity, Inclusion and Belonging makes ISS creative, productive and more attractive to its workforce.

In ISS, it is part of our leadership principles to treat people with respect. All our employees have a responsibility to treat others with dignity, fairness and respect, and ISS tolerates no form of discrimination against employees in respect of employment and occupation. All employees are entitled to fair and equal treatment.

Gender diversity

ISS recognises the importance of promoting gender diversity at management levels. When making nominations/appointments to the Board of Directors or management level positions at ISS, ISS is committed to selecting the best candidate for the role based on qualifications, experience and competencies as well as other factors such as diversity.

At ISS, as part of our talent process, we work to and will actively promote that we have diverse panels across many dimensions of diversity and inclusion and to have internal interview panels that are diverse.

Target for the under-represented gender of the Board of Directors

The current gender representation among the members of the Board of Directors of ISS World Services A/S (elected by the general meeting) is considered equal according to the Danish Business Authority's applicable guidelines.

The Board of Directors of ISS World Services A/S aims to maintain an equal gender representation of 40/60% among the members of the Board of Directors (elected by the general meeting) in accordance with the Danish Business Authority's applicable guidelines.

In nominating new board members, ISS World Services A/S remains committed to always selecting the best candidate for the Board of Directors based on all of the above-mentioned factors.

Target and policy for the under-represented gender on other management levels

ISS World Services A/S has an equal gender representation among its other management levels according to the Danish Business Authority's applicable guidelines and has therefore not adopted a company specific target or a company specific policy promoting gender diversity at other management levels.

Adopted by the Board of Directors of ISS World Services A/S on 6 March 2013 and amended on 27 February 2014, 10 February 2016, 8 March 2017, 13 April 2021, 7 April 2022 and 22 December 2022.