

Policy for Gender Equality, Diversity and Inclusion



Gender equality, diversity and inclusion are crucial to FCG's long-term success and growth. Being a diverse and inclusive workplace provides value for everyone, for our talents as well as customers and partners, and is a foundation for continued innovation that characterizes FCG's DNA.

Why does this matter?

FCG works at the forefront of the development of the financial markets with driving factors such as digitalization and globalization. Our vision is to create a sustainable future for people, business and society through a sound financial industry. FCG's target is to become a leading European GRC Company serving leading players in the financial sector and to be the best workplace for GRC experts.

FCG wants to lead by example embracing the principles of gender equality, diversity and inclusion when reaching into the future. To succeed, we must recognize biases, and managing prejudices and social issues that affect not only FCG but our industry and our society at large. Our commitment must be accompanied by meaningful action, and we will strive for transparency regarding the challenges that lie ahead. Our core values are our starting point and guiding elements.

By honoring our core values and embracing our differences we enable FCG to fully explore our potential to create sustainable solutions that generate value, both today and in the future. In this way, we strive for the success of our customers and thus contribute to a sound financial sector and a healthier society.

Our Policy

Gender Equality

We all have the same rights, obligations, and opportunities in all areas of life. Equal treatment regarding compensation and opportunity for development and promotion is paramount. FCG works actively to promote and improve gender equality including attitudes, norms, values and ideals that affect our employees at FCG.

Diversity

Diversity is everything that makes us unique, such as our cognitive skills and personality traits, along with the things that shape our identity (career path,



industry background, education, cultural background, age, gender, gender identity or expression, sexual orientation or disability).

By embracing diversity, FCG increases our ability to access the entire pool of competences and potential. Being diverse is a prerequisite for us.

Rather than focusing on any specific aspect of diversity we create teams that are diverse across different dimensions based on their different competences.

Inclusion

We strongly believe that each and every one of us has an important role to play in shaping an inclusive culture. By being an inclusive organization, we enable everyone to contribute to their fullest potential, and thus moving FCG towards our vision.

We trust and respect each other, allow and appreciate differences, share our knowledge and experience with others, take new approaches, and are open to different perspectives – are committed, participative and collaborative.

To adhere to our policy, we evaluate and update our goals each year in key areas, such as promotion, recruitment, salaries and terms of employment, parental leave, branding, leadership, information and training.