

Diversity and Inclusion Policy

As a global company, we recognize our role in contributing to solving some of the global challenges exemplified by the Sustainable Development Goals (SDGs) targets. Protecting and saving lives is at the heart of what we do, but our impact and responsibility go beyond our core purpose. As part of that we are committed to create and maintain an attractive workplace that embraces all the people that share our vision and values and creating a culture of diversity and inclusion. To guide our actions and improve transparency of our efforts, we have adopted this policy. We will continuously monitor and report on our progress with diversity and inclusion in our sustainability report, thereby holding ourselves accountable.

Our understanding

At Bavarian Nordic we can only deliver on our purpose of protecting and saving lives if we work across units, geographies, and functions. The strength of our team is our diverse backgrounds, experiences, and perspectives. We believe that being an innovative and knowledge-based employer, where everyone's perspective and ideas are being heard and respected, leads to a more inclusive and open work environment and brings along the best business results. Beyond gender diversity, we understand diversity as having employees with different backgrounds and nationalities, from different age groups, and with different levels of expertise. We see inclusion as the efforts of creating a culture where employees feel respected and free to express themselves. To us, diversity and inclusion bring value to Bavarian Nordic by enabling innovation, diverse lines of thought, and embracing change.

Our position

The ability to attract and engage a highly qualified and diverse group of employees is key to our success. In our selection and promotion processes, we aim to eliminate biases and create an inclusive atmosphere. We do not accept or tolerate any kind of discriminatory behavior, neither verbal nor physical, and we strive to create a work environment in which everyone is given an equal opportunity for advancement and is treated with fairness and respect. To achieve our aspirations and guide our journey, we have outlined specific ambitions and objectives for our work with diversity and inclusion. We monitor and report on the progress of these in our sustainability and annual reports. We recognize that our work with diversity and inclusion is an ever-evolving journey where we continuously need to assess how we measure our progress as we advance/grow.

We wish to:

- Have a balanced gender distribution in all managerial positions and at all levels in the organization.
- Seek an age-diverse workforce that brings new perspectives, knowledge, and experiences.
- Develop a workplace that embraces the diverse backgrounds and perspectives stemming from an increasingly global and specialized organization
- Ensure that the composition of our Board and Management is diverse in terms of experience, competencies, nationality, and gender.

We recognize that gender is only one dimension of diversity, and that other matters are equally important to ensure a diverse workforce, such as, e.g., age, educational background, ethnicity, physical impairment, religion, or sexual orientation. We welcome all dimensions of diversity and aim to foster and strengthen an inclusive and sustainable culture where diversity supports us in pioneering lifesaving vaccines.