

Norwegian Equality & Anti-Discrimination Report

This report presents Vanderlande's equality and diversity status in 2024

Vanderlande Industries B.V. Norwegian Branch

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1. Introduction

As of January 1, 2020, the “Aktivitets- og redegjørelsesplikt” was introduced by the Norwegian Government, via the [Equality and Anti-Discrimination Act \(“Act”\)](#). Pursuant to [Section 26 of the Act](#), enterprises with more than 50 employees are required to actively promote equality and prevent discrimination by following the specific methodology outlined in this section. As Vanderlande employs more than 50 individuals in Norway, it is therefore obligated to write this report.

This report is issued by Vanderlande Industries Holding B.V. on behalf of its subsidiary, Vanderlande Industries B.V. Norwegian Branch (“**Vanderlande**” or “**Vanderlande Norway**” or the “**Corporation**” or “**our**” or “**we**”), for the year 2024 (the “**Reporting Period**”). Vanderlande Industries Holding B.V. (“**Vanderlande Industries Holding B.V.**”) is ultimately owned and controlled by Toyota Industries Corporation.

2. Reporting Context

In alignment with the Norwegian Equality and Anti-Discrimination Act, Vanderlande remains committed to fostering an inclusive and equitable environment. This report details our ongoing efforts to combat discrimination and promote equality, ensuring that all individuals, regardless of their background, are treated with dignity and respect.

3. About Vanderlande

Vanderlande is headquarter based in Veghel, The Netherlands, and is a market-leading, global partner for future-proof logistic process automation in the warehousing, airports, and parcel sectors. Its extensive portfolio of integrated solutions - innovative systems, intelligent software, and life cycle services - results in the realization of fast, dependable, and efficient automation technology.

We specialize in enhancing our clients' business processes and competitive standing. Through close collaboration, we aim to optimize their operational activities and expand their logistical accomplishments. Our warehousing solutions are the preferred choice for numerous leading global ecommerce companies and retailers in the food, fashion, and general merchandise sectors worldwide. We assist them in fulfilling their commitment to same-day delivery for billions of orders, with nine out of the 15 largest global food retailers relying on our efficient and dependable solutions.

As a trusted global partner in delivering future-proof airport solutions, our industry-leading baggage handling systems facilitate the seamless movement of over 4 billion pieces of baggage worldwide annually. These systems are operational in more than 600 airports, including 12 of the world's top 20.

We are also a prominent provider of process automation solutions that specifically target the complexities within the parcel market. Our systems efficiently sort over 52 million parcels daily, and these installations serve some of the world's foremost parcel handling companies.

Established in 1949, Vanderlande boasts a global workforce of over 9,000 employees spanning more than 100 countries. Our unwavering commitment lies in propelling our customers' businesses forward across diverse locations on every continent. With an ever-growing annual turnover of 1.8 billion euros, we have solidified a worldwide reputation over the past seven decades as a trusted partner in futureproof logistic process automation. In 2017, Vanderlande was acquired by Toyota Industries Corporation, resulting in a strategic alignment that fosters synergies such as cross-selling, product innovations, research, and developments.

4. Ensuring a Safe and Inclusive Work Environment at Vanderlande

At Vanderlande, safety and an inclusive work environment is our paramount concern. We are unwavering in our commitment to ensuring that everyone working on our behalf operates in a safe and inclusive environment. We recognize that our people are our most valuable asset and understand the importance of a healthy and positive work environment in attracting and retaining a talented and diverse workforce. Our core values - Build Reputation with Customers, Drive to Win, Every Day Better, Ownership, Team Play, We Care , Safe Base - are not merely words but guiding principles that shape our actions.

To uphold these values, we empower each of our employees and foster a culture of inclusivity and respect. We are committed to fostering respect, cultural awareness, and inclusivity by creating a collaborative work environment where all employees are encouraged to participate and contribute. This approach ensures a safe space for employees to express themselves, exchange ideas, and feel heard, thereby promoting openness and curiosity about others' experiences and perspectives. Vanderlande is dedicated to providing equal opportunities for all employees, respecting fundamental human and labor rights, encouraging union engagement, and ensuring sound, healthy, and safe working conditions.

4.1 Good Conduct Policy (Internal Document)

Vanderlande has a Good Conduct Policy that specifically outlines the types of behavior that are deemed unacceptable, such as harassment, discrimination, and any form of misconduct. By setting these standards, the policy helps maintain a professional atmosphere where all employees can thrive. Additionally, it provides a robust framework for employees who experience harassment or misconduct, ensuring they have a clear and confidential means of seeking redress. Importantly, the policy guarantees that employees can report such incidents without fear of retaliation, thereby encouraging a culture of openness and trust. This commitment to protecting employees' rights and well-being is fundamental to promoting a positive and productive work environment.

4.2 Speak up Policy (Internal Document)

The Speak Up Policy is designed to provide a safe and confidential way for employees and other stakeholders to report any concerns about unethical behavior, misconduct, or violations of company policies and laws. This policy ensures that individuals can raise their concerns without fear of retaliation, fostering an environment of transparency and accountability. It outlines the different procedures for reporting issues, the protections in place for those who speak up, and the steps Vanderlande will take to investigate and address reported concerns . By encouraging open communication, the Speak Up Policy helps maintain high ethical standards and promotes a culture of integrity within the organization.

4.3 Employee Code of Conduct (Externally Available Document)

The Employee Code of Conduct is a fundamental document that, among other things, embodies our commitment to respecting individuals, upholding human rights, and implementing fair and ethical employment practices. Besides the Employee Code of Conduct all new Vanderlande employees are required to complete the relevant e-learning modules included in our "Good Business" program, which addresses topics such as discrimination, diversity, harassment, and fostering an inclusive workplace. Additionally, all employees participate in annual compliance training to ensure ongoing adherence to these principles.

5. State of Gender Equality

In this section, we present the gender balance statistics for 2024, and detail Vanderlande's ongoing efforts in promoting inclusion, equality, and diversity throughout the year. For further information on our Diversity, Equity, and Inclusion (DEI) initiatives, please refer to our [Sustainability Report](#).

5.1 Workforce Statistics

As of the latest reporting period, Vanderlande employs a total of 52 individuals in Norway. Of this workforce, 11 are female (21,2 %) and 41 are male (78,8 %). The company supports a variety of work arrangements, with 3 employees (5,8 %) working part-time (33 % female & 64 % male) and 49 employees (94,2 %) working full-time (20,4 % female & 79,6 % male). In terms of Full-Time Equivalents (FTEs), Vanderlande's workforce amounts to 51,1.

Number of employees Norway				
2024	Count	%	Parttime	FTE's
Female	11	21,2	1	10,8
Male	41	78,8	2	40,3
Total	52	100	3	51,1

5.2 Temporary Employee(s)

Vanderlande had no temporary employees in 2024.

5.3 Employee(s) Age Distribution

In 2024 for Norway the workforce exhibited a diverse age distribution. Employees under 30 years old comprised 7,7 % of the total workforce, those aged between 30 and 50 years made up 67,3 %, and employees over 50 years old accounted for 25 %. This age distribution highlights Vanderlande's commitment to maintaining a balanced and inclusive work environment, valuing the unique perspectives and experiences of employees across different age groups.

Age Distribution Norway	
2024	%
% of employees <30 years	7,7
% of employees 30-50 years	67,3
% of employees > 50 years	25

5.4 Average number of leave taken in 2024

In 2024, men at Vanderlande Norway took an average of 5,6 weeks of leave, and women took 7,1 weeks of leave. Vanderlande Norway employees demonstrated a balanced approach to work and personal life, with an average of 5,7 weeks of leave taken across the organization. This reflects our commitment to promoting a healthy work-life balance and ensuring that our employees have ample time to rest and recharge. The leave data indicates that both men and women at Vanderlande are utilizing their leave entitlements effectively, contributing to overall employee well-being and productivity. As we continue to support our workforce, we remain dedicated to providing flexible and generous leave policies that cater to the diverse needs of our global team.

Average Number of Leave taken in 2024	
2024	Weeks
Male	5,6
Female	7,1

5.5 Wage differences

At Vanderlande, we are dedicated to ensuring fair and equitable compensation for all employees. While we strive to maintain equal pay for equal work, we acknowledge that wage differences can occur due to factors such as job role, experience, and geographic location. Our commitment to transparency and fairness is reflected in our regular salary reviews and adherence to clear pay structures. By fostering an inclusive culture and supporting career development for all employees, we aim to create a more balanced and equitable workplace, ensuring that everyone at Vanderlande is rewarded fairly for their contributions.

When analyzing our workforce data, Vanderlande employees are categorized into 2 groups: Blue Collars (Operations&Maintenance) and White Collars (Back Office). Blue collar group consists of 35 employees of which 3 (8,6%) are women. The average annual earnings for women in this group is 733,979 NOK and for men 734,367 NOK. White collar group consists of 17 employees of which 8 (47,1%) are women. The average annual earnings for women in this group is 687,701 NOK and for men 862,350 NOK.

6. APPROVAL AND ADOPTION

This report has been approved and adopted by the management board on:

Signature

A handwritten signature in blue ink is written over a horizontal line. The signature is stylized and appears to be 'J. H. H.' followed by a long, sweeping flourish that extends to the right.

Vanderlande

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