

Discrimination policy

SpareBank 1 SMN is actively working to promote gender equality and to avoid discrimination. As an employer, we are conscious of avoiding discrimination and differential treatment throughout a working relationship, from the vacancy is announced right up to the end of the working relationship.

To this effect, we actively follow Norwegian laws such as the Equality and Anti-Discrimination Act and the Working Environment Act, as well as ILO conventions 100 and 111 that prohibits discrimination in the workplace.

SpareBank 1 SMN is committed to preventing discrimination on the basis of:

- Gender
- Pregnancy
- Parental leave (either in conjunction with birth or adoption)
- Caregiving
- Ethnicity
- Religion
- Belief system
- Disabilities
- Sexual orientation
- Gender identity
- Gender expression
- Age
- Political views
- Trade union membership