

POLICY PROGRAMME

A MEANINGFUL WORK LIFE

MISSION: We strive to ensure that all members enjoy a meaningful work life

VISION 1

We are the preferred union while you are in the sector

- We negotiate the agreement for the sector
- We represent all employees in Nordea
- We are innovative and trend-setting
- We generate our results through dialogue and negotiation
- We support opportunities for a meaningful work life
- We are the voice of the members at all levels
- Our community provides strength
- Each member gets value from their membership
- We have the courage to stand firm
- We communicate internally and externally to ensure visibility, information, and opinions

VISION 2

Nordea's employees are an attractive workforce who can compete for current and future jobs

- We strive for everyone to have opportunities for skill development
- We encourage learning, reflection, and education
- We strive to highlight future needs for skills
- We want job changes to be guided by personal choices
- We want to promote greater internal mobility
- We strive for Nordea to "re-use" and develop employee skills
- We strive to clarify Nordea's responsibility – and our own – for education, language, and cultural understanding
- We stay informed regarding the opportunities and challenges caused by globalisation
- We advocate for timely implementation of new technology and processes

VISION 3

We have a dynamic community across the Nordea countries

- Our common Nordic agenda ensures influence
- The community provides opportunities – we handle the dialogues
- We have influence wherever decisions are made
- We obtain knowledge and insight
- Our close cooperation provides insight and understanding
- We deal with management on an equal footing at all levels
- We create value for members and management

VISION 4

Union representatives are Finansforbundet in Nordea's ambassadors in the organisation

- All members have a union representative, ensuring that all voices are heard
- The members' requests and challenges are elevated through the union representative system
- Each member receives value and coaching from their local union representative (including Finansforbundet in Nordea and Finansforbundet)
- Management gets value and coaching from the local union representative
- We support initiatives that brand the union representative locally
- All new employees are to meet with a union representative

VISION 5

A balanced work life

- Members have influence on work-life balance
- We strive to ensure members' influence on their own work tasks
- We strive to ensure a good, flexible framework and conditions throughout one's work life
- We strive for positive frameworks and conditions for physical and mental well-being
- We take the lead and motivate employees to have the courage to set boundaries
- We strive for a stress-free Nordea

VISION 6

Employees want to work at, and recommend, Nordea

- We want to work towards on-boarding and off-boarding processes being good experiences
- We strive to ensure that there is a balance between critical and positive stories
- We strive for employees to be proud to work at Nordea
- We put responsibility on management to ensure the values are adhered to
- We strive to be the best workplace in the sector
- We strive to increase employee involvement in new processes/tools etc.
- We demand trustworthy communication – the WHY has to make sense
- We strive to ensure a culture of trust within Nordea
- We work to ensure a Nordea that, as a work place, ensures inclusion and diversity, equal opportunities for all, and respect for cultural differences