

EMPLOYEES AND DIVERSITY

At TOP-TOY, we view our employees – their knowledge, creativity and engagement – as our most important asset.

Job creation

We are aware that one of our key contributions to society is job creation. Through our stores, warehouse and offices, we create jobs that require a range of skillsets. Located in many parts of the Nordic countries, our stores create local jobs for skilled and unskilled workers. In 2015/2016, more than 6,132 people were employed at TOP-TOY, corresponding to 2,228 full-time employees.

Creating good jobs

We want to create good jobs that attract and retain qualified employees. To achieve this, we invest in maintaining and developing our employees' qualifications and work continuously to improve our training of store and office employees. During 2015, 70 store managers or trainee store managers attended our store manager school.

We have a strong health and safety organisation in our stores, warehouses and offices. We encourage employees to be prompt and proactive in reporting workplace hazards and accidents and raising concerns about the workplace that can impact physical or psychological safety.

Diversity

We believe that our future competitiveness depends on our ability to attract and retain an engaged and competent workforce, recognising the benefits of diversity in respect of gender, culture and experience. Our aim is to continue progressing towards our long-term commitment to hire and promote women at top management level.

Our long-term goal for diversity in our Board of Directors is that two board members should be women in 2019/2020. In 2015/2016, the number of women on the board decreased. In light of our goal, this development is naturally unsatisfactory. Our 2015/2016 target was that around half of all new managerial appointments should be women. We will maintain this target until a balanced gender distribution has been achieved. In 2015/2016, the target was only reached for new middle manager employees.

Closure of NORSTAR

Part of our responsibility as an employer is to treat our employees with respect – also in the unfortunate situations where we have to let people go. On 1 January 2016, we completed the closure of our wholesale business, NORSTAR. The decision affected 131 colleagues, all of whom have been offered guidance and support in taking the next step in their careers.



Women and men in top management

	2014/15		2015/16	
	Women	Men	Women	Men
Board of directors	17%	83%	0%	100%
Executive management team (EMT)	0%	100%	0%	100%
Top management team (TMT)	38%	62%	23%	77%
Middle managers	26%	74%	31%	69%
Store managers	67%	33%	65%	35%
Entire top management	59%	41%	60%	40%

New appointments to managerial positions 2015/16

	Women	Men
Board of directors	0 (0%)	4 (100%)
Executive management team (EMT)	0 (0%)	1 (100%)
Top management team (TMT)	0 (0%)	3 (100%)
Middle managers	5 (62%)	3 (38%)
Entire top management	5 (31%)	11 (69%)