



All our employees contribute to building trust

How we behave in our day-to-day activities is fundamental to who we are as a bank. Our code of conduct is the cornerstone of a sound business culture, a key driver of our Better Bank strategy, and deeply embedded in the DNA of our services, products, and behaviours.

Regardless of the role you are applying for, recruiting individuals with the best matching skills, integrity, and mindset is key to ensuring good and trustworthy experiences for both customers and colleagues. Depending on your role within Danske Bank, the conduct risks associated with your responsibilities may differ. It is therefore crucial to account for these risks also in our hiring activities, as they can have a significant impact on customers and markets.

A cornerstone of trust

During our recruitment process final candidates undergo a background check. These checks ensure alignment with our principles, support a sound business culture, and contribute to the bank's mission.

The background checks we perform may include, but are not limited to:

- ✓ Reference check
- ✓ Criminal record check
- ✓ Credit check
- ✓ ID verification
- ✓ Conflict of interest assessment
- ✓ Drug test
- ✓ Work permit check
- ✓ Sanction screening
- ✓ Academic certificates collection

What does this mean for you?

Background checks conducted will depend on the role and the country in which you are being hired. We will of course inform you about all this as you are progressing in the recruitment process. We adhere to all legal requirements for data handling and data privacy.

By joining Danske Bank, you are not just starting a job, you are becoming part of a culture built on a sound foundation, working every day to be the best possible bank for the benefit of our customers, employees and shareholders and the society we are a part of.