

Equality and diversity policy

Scope

It covers all employees who work in companies that are more than 50 percent owned by the Group.

Background

Here is an excerpt from the Lantmännen Code of Conduct, from Work environment and social conditions / Discrimination and oppression: *“Our ambition is for Lantmännen to promote diversity and to focus on our employees’ engagement and skills development. We do not accept discrimination, threats, oppression or harassment in any form among our employees or among our suppliers.”*

Equality and diversity policy

At Lantmännen equality and diversity provide the building blocks for promoting new ideas, broadening our horizons and developing our operations. They are also essential for improving our profitability and our competitiveness in the international market. By having equality and diversity as a natural part of our work, we can better understand and meet the needs and wishes of our customers.

Our operations will be more successful if we use and value the skills, qualities and experiences of all our employees, irrespective of their sex, gender identity or gender expression, ethnicity, religion or other belief, disability, sexual orientation or age.

It is important for Lantmännen to be an attractive employer that attracts, develops and retains the best competence. To do this we need to provide a climate where the differences of individual employees are accepted and appreciated, and where everyone has equal opportunities for employment and development within the Group.

Lantmännen does not accept any form of victimisation, harassment or discrimination. The company must always comply with national legislation on harassment and discrimination, including legislation on positive discrimination.

The Group President has the primary responsibility for equality and diversity within the Group. However, it is the responsibility of every manager and employee to play their role in developing greater equality and diversity.

Approved on 1 October 2013 by Lantmännen’s Group Management Team

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