

## Policy – unequal treatment, discrimination, and harassment

**BIM's core values, Creativity and Passion, Flexibility and Cooperation, as well as Responsibility and Knowledge,** are guidelines for how we at BIM behave towards one another, our customers, and those with whom we come into contact in our work. They also govern how we, for example, approach integrity, transparency, honesty, freedom, cooperation, and equality, and how we should act both as individuals and as a group. Our core values require a culture where it is important to take advantage of different perspectives. With the help of differences, an innovative and creative work environment is formed. BIM Kemi cherishes the equal value, rights, opportunities, and obligations of all people, and does not accept any form of discrimination, abuse, or harassment of employees. All employees within the group have the right to be treated with respect and personal integrity, and to feel safe in their workplace. In addition, we all have an obligation to act when we see or suspect that other employees are being subjected to discrimination. Responsible managers have a key role in shaping the culture that we want at BIM. Through our own actions, we can create a basis for constructive and mutual dialogue and respect for the individual. You are BIM!

### Definitions

- A violation is a word or action that causes the person subjected to it to feel sad, hurt, and/or inferior. It is also when someone violates another individual's dignity.
- Unequal treatment (bullying) is an act that is directed at one or several employees in an abusive manner that can lead to ill health or that the person ends up feeling excluded from the work environment.
- Examples of unequal treatment may be to systematically ignore or freeze out an employee by not talking to or listening to them, criticizing, ridiculing, humiliating, or insulting them in front of others. Similarly slandering and/or denigrating employees or their family, knowingly sabotaging or complicating the performance of their work, for example by withholding or providing incorrect information. To also unjustifiably and without explanation take away or change work tasks, workspace, making overtime demands or relocating.
- Harassment means actions that violate someone's dignity and is related to one of the grounds for discrimination: gender, transgender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation, or age.  
Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".
- Sexual harassment involves conduct of a sexual nature that violates someone's dignity.  
For example, unwelcome suggestions or demands for sexual services, unwelcome physical contact, sexual allusions, looks, whistles, and comments about appearance, explicit words, nude images, and derogatory jokes about the gender you belong to, and receiving compliments instead of a professional treatment.
- Discrimination means that someone is disadvantaged by being treated worse than how others are treated or would have been treated in a comparable situation. If the disadvantage is related to gender, transgender identity or expression, ethnicity, religion, or other beliefs, disability, sexual orientation or age.