

Discrimination Policy

Purpose

This document aims to describe Svedbergs Group's policy for countering discrimination and on other ways promote equal rights and opportunities.

Scope and boundaries

This policy covers the countering of discrimination and promotion of equal rights for companies within Svedbergs Group.

Discrimination policy/Routine description

Definition

- Regardless of gender
- Ethnicity
- Religion or other belief
- Disabilities
- Sexual orientation
- Age
- Transgender identity or expression

Objectives

In each current situation, Svedbergs Group and its companies should work to promote gender equality and work for a more even gender distribution.

Regardless of the above definitions, individuals should be given the same opportunities to develop on equal terms in terms of employment skills- and promotion opportunities. They should, in equivalent positions, have equivalent employment conditions and within the framework for individual wage setting and equal conditions.

Svedbergs Group's companies should be workplaces that is free from harassment.

Responsibilities

Each company's management has overall responsibility for countering discrimination and on other ways promote equal rights and opportunities.

Each manager with personnel responsibility is responsible for communicating and anchoring this policy.

An employee who is subjected to harassment must turn to his immediate manager or the next higher up manager.