

## Equality 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 promotion of equal rights for companies within Svedbergs Group.

Within Svedbergs Group, women and men must have equal opportunities for career and development at work.

### Equality policy/Routine description

All employees must be evaluated solely based on competence and performance, regardless of gender, ethnicity or sexual orientation.

It is important to us that both women's and men's experiences and values are taken advantage of and influence development.

A conscious approach must be to strive for an equalization of wages in the company and to counteract wage discrimination. The working conditions must be designed so that, as far as is practically possible, they are suitable for both women and men.

Harassment or bullying based on gender, race, ethnicity or sexual orientation may under no circumstances occur at the company.

Active equality work must be a natural part of personnel policy and aim to create equal conditions and conditions for development in the company.

Equality work should aim for our employees to:

- Feels joy and security at work
- Feel accepted as individuals in the workplace and are treated with respect by all colleagues
- Salary is set based on factors dependent on performance and competence
- Feels that the development opportunities within the company are equal for everyone
- Given the opportunity to exercise the right and obligation to care for and raise their children
- Must be able to participate in activities alongside work

## Objectives

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

## 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.