

## Policy against abusive discrimination

### Purpose

This document aims to describe Svedbergs Group's policy against abusive discrimination.

### Scope and boundaries

This policy covers the countering of abusive discrimination. No employee at Svedbergs Group or its companies shall be subjected to offensive discrimination.

### Policy against abusive discrimination/Routine description

Svedbergs Group and its subsidiaries shall offer a workplace where employees meet each other with respect. This benefits all employees' health, job satisfaction and opportunities for development at work. Something that counteracts this is i.a. all forms of ostracism, bullying, penalism and other offensive discrimination. Offensive discrimination is not tolerated by Svedbergs Group.

This policy covers events in the following context:

- At the workplace
- In a work or study situation outside the actual workplace
- In connection with the application for work/education

The Managing Director is ultimately responsible for questions about offensive differential treatment.

### Objectives

In each current situation, Svedbergs Group's companies should work proactively against abusive discrimination.

To prevent offensive discrimination, Svedbergs Group's companies strive for a workplace completely free of any form of special treatment. A way to prevent and draw attention to abusive discrimination at such an early stage as possible is to raise the issue in development interviews and staff surveys. Employees at Svedbergs Group must be informed about the company's action program against differential treatment and about their rights and obligations regarding this. The introductory training for newly hired employees should highlight Svedbergs Group's efforts against abusive discrimination. Employees in management positions are specifically trained on their duties to prevent and address abusive discrimination in one's own workplace.

## Responsibilities

Each company's management has overall responsibility for countering abusive discrimination.

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

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