



# Equal treatment policy

Contact: Stina Carlson, Group controller, E-mail: [stina.carlson@vasakronan.se](mailto:stina.carlson@vasakronan.se)

## Basic outlook

Equal treatment initiatives are a natural part of Vasakronan's operations. Together, we will strive for a workplace that is inclusive, equal, characterised by diversity in both thought and action, and that is free from mistreatment, harassment and discrimination.

## Scope and responsibility

The equal treatment policy applies to all Vasakronan employees and aims for equal treatment, based on the Discrimination Act (2008:567). The act prohibits discrimination connected with gender, gender identity or expression, ethnic origin, religion or other spiritual belief, disability, sexual orientation or age.

Based on the Equal Treatment Policy, the company will ensure that there is:

- Documentation of action against discrimination
- Instructions to prevent employees from being exposed to discrimination, harassment or retaliation
- An approach that encourages an inclusive and respectful work climate based on Vasakronan's values.

Each manager is responsible for introducing the policy to new employees, and for ensuring every employee's compliance.

All employees are responsible for actively promoting and contributing to a corporate culture that is inclusive, equal and unbiased. All employees are obligated to contribute what is required for maintaining a positive work environment and good relationships with our stakeholders.

## Vasakronan's equal treatment initiative means that:

- There should always be equal opportunity for employment, training, advancement and development at the company.
- There should never be salary discrimination or other unreasonable differences in employment terms.
- All employees should be offered a work environment that is well suited for employees with different needs.
- Everyone should have work conditions that are compatible with parenthood.
- The company distances itself from and actively works to prevent all forms of discrimination, bullying and harassment at the workplace.

## Plans and activities

Equal treatment initiatives should not be seen as an isolated area but rather as a natural and integral part of business activities. HR is responsible for attaching documentation to the policy that describes the initiative to mitigate risks of discrimination or obstacles to equal treatment throughout the company.

The goals within the area are incorporated into the company's business plan.