

Equality policy

ADDvise Group

Purpose

The purpose of this policy is to describe the ADDvise Group's work on gender equality issues and the objectives for this work.

Scope

This policy covers the activities of the ADDvise Group.

Responsible parties

The CEOs of all our subsidiaries, as well as the Group management, are responsible for ensuring compliance with this policy.

Policy

ADDvise must strive to be perceived as an attractive and inspiring workplace for both women and men alike. A workplace that has an even distribution of women and men paves the way for a more creative and stimulating working climate. Here at ADDvise, we are therefore keen for both female and male perspectives and values to characterize the way we work. That is why we must endeavor to achieve as even a gender distribution as possible, while also promoting good age distribution within the companies.

ADDvise must be characterized by:

- employers and employees working together to achieve equality at work.
- each subsidiary's CEO taking responsibility for the intentions of ADDvise's work on gender equality issues being put into practice within their own function.
- an open working climate where no employee should feel discriminated against or harassed because of their ethnic origin, sexual orientation, gender, or religion.

The objectives for the equal opportunities work within ADDvise encompass:

- *Planning workplaces, working methods, work organization, and working conditions so that they are suitable for both women and men.*
- *Working to ensure that all employees are able to combine acquisition work with parenthood.*
- *Working to ensure that no employee is subjected to sexual harassment. Sexual harassment means any unwelcome sexual advances or comments.*
- *Working for women and men to have the same opportunities for employment, training, promotion, and development at work.*
- *Working to ensure that women and men receive equal pay for equivalent work.*
- *Working to ensure that no one is subjected to gender discrimination, i.e., not disadvantaged because of their gender identity.*
- *Working to ensure that no one is subjected to discrimination because of their ethnic origin, religion, or sexual orientation.*

References

Swedish Equal Opportunities Act (JämL 1991:433)