Non-discrimination policy

Purpose and objectives

Having a safe and pleasant workplace environment is a prerequisite to our business success and to achieving our vision. Our non-discrimination activities aim to promote an equal and fair workplace that is characterised by mutual respect and trust. Diös has zero tolerance for all forms of harassment, discrimination, offensive behaviour and victimisation. Everybody should feel respected and have the same opportunities and conditions.

Our non-discrimination policy is based on the Swedish Work Environment Act (AML) and the Discrimination Act (DML) along with the pertaining directives of the Swedish Work Environment Authority.

We achieve this through:

- **Knowledge and competence**
  All those who work at Diös must be aware of our non-discrimination policy and know that we have zero tolerance for harassment (including sexual harassment), offensive behaviour, victimisation and all forms of discrimination. Managers should have specific knowledge of how we at Diös prevent and counteract harassment, offensive behaviour, victimisation and discrimination. They must also be knowledgeable about how to act if such misconduct arises in our workplace. HR continuously trains the company as needed.

- **Examine, analyse, address and follow up**
  We continuously examine, analyse, address and follow up our operations to ensure equality and fairness prevails. Four times per year through the employee survey, the workplace environment and employees' experiences regarding equal treatment are examined. Questions regarding equal treatment are also raised in goal-setting meetings and performance appraisals. We conduct a thorough analysis of the situation once per year in conjunction with salary reviews. Furthermore, targeted surveys are carried out as needed.

- **Workplace meetings**
  Every manager is responsible for raising matters regarding our non-discrimination efforts during team meetings, under the workplace environment point, at regular intervals throughout the year. This is an important part of our preventive activities.

- **Competence-based recruitment**
  During recruitment we always prioritise competence and knowledge while also actively working to generate an equal and fair organisation. This applies to both employee and leadership positions.

Responsibility and governance

The CEO has the ultimate responsibility for ensuring a safe and pleasant workplace environment, but we are all responsible for creating a positive and supportive atmosphere.

Follow-up and implementation

Once a year, in conjunction with the annual follow-up of the workplace environment activities, we also follow up non-discrimination efforts. This is based on the “Annual follow-up of non-discrimination efforts” check-list. The CEO is responsible for such follow-up, but HR manages the process.

Approved by	Date	Last revised on	Responsible for document	Document name
Group management team	25/05/2020		Director of Business Support	No-discrimination policy