

Equal Opportunity and Non-Discrimination Policy

Aim and objectives

The purpose of the Diös equal opportunity and non-discrimination policy is to encourage a place of work characterised by equal opportunity and respect for the individual.

The objective is for all employees to contribute to the improvements and to meeting Diös' objectives in a positive and engaged manner. Diös' equal opportunity work aims to create a safe and inspiring workplace in which employees are motivated and constantly develop, leading to an improved ESI.

Responsibility and governance

Diös group management decides on the overall equal opportunity and anti-discrimination policy. The CEO has the ultimate responsibility for ensuring compliance with the policy. Equal opportunity must be an integral and systematic part of Diös' operations and managers have a particular responsibility to implement and monitor actions. The company should draw up an equal opportunity plan annually. All employees have access to the policy document via the company intranet.

Every employee is responsible for actively promoting equal opportunity in the workplace and has a personal responsibility to contribute to a good atmosphere, good cooperation and well-being in the workplace.

Our equal opportunity and anti-discrimination policy means that:

- We aim for a balanced representation of genders and diversity amongst our employees.
- Equality between men and women, in terms of working conditions and development opportunities, is a given. We promote diversity amongst our employees with regards to gender, age and ethnic background. No form of harassment, degrading or segregating treatment will be accepted.
- When recruiting we make efforts for both women and men to apply for, and be appointed to, any vacancies.
- Men and women's needs to manage work and parenthood shall be facilitated.
- Salaries will be set based on competence and performance, and will not be affected by gender, age, religion, ethnic belonging, sexual orientation or physical impairment or disability.
- We strive to create an open and honest atmosphere in the workplace and a workplace that is characterised by respect and mutual trust.
- The results from our employee surveys will be foundational for improvements in Diös.