

**REJLERS AB**  
**COUNTERACTING DISCRIMINATION POLICY**

<b>Prepared by</b>	<b>Officer</b>	<b>Revision date</b>
Head of Sustainability / Quality and Sustainability Board	Head of Sustainability	26 September 2022

<b>Approved by</b>	<b>Date</b>
Group Management Team	26 September 2022

# **POLICY FOR COUNTERACTING DISCRIMINATION**

## **A PART OF THE OPERATIONAL EXCELLENCE FRAMEWORK**

### **DEFINITIONS AND SCOPE**

This policy is a governing document that applies to all activities and all employees in Rejlers Group, including subsidiaries, partners and suppliers operating under Rejlers direction.

This policy is an addition to Rejlers Code of Conduct. Being a part of the Group policies, the policy shall be read and acknowledged by all employees as yearly routine.

### **POLICY**

As an employer and as a commissioner of work, Rejlers shall be characterised by respect for the individual. The entire organisation shall be pervaded by our basic attitude towards the equal value of all people and the right to equal treatment.

As regards, for example, influence and responsibility, workplace design, continuous professional development and salary progression, the ways in which we act towards our co-workers and partners shall be independent of gender, gender identity or gender expression ethnic affiliation, religion or other beliefs, sexual orientation, disability, or age. The same applies to recruitment. When recruiting new employees, we shall always strive to increase diversity.

At Rejlers, we expect our managers to comply with applicable laws against discrimination. Decisions regarding, for example, appointments, salaries, positions, promotions, disciplinary measures, dismissals, and work conditions shall be based on people's abilities and/or performances and never on irrelevant personal factors.

This policy is a steering document in all types of discrimination where an individual's scope for action, options or personal integrity are violated. Anti-discrimination initiatives shall be a natural and integral part of all operations within Rejlers, the company's managers having a special responsibility for their implementation

Our employees view the policy above as a commitment to satisfying customer requirements, the existing legislation, and governing regulations to continuously improve the level of our work to ensure equal opportunities and meet our non-discrimination objectives.