

## **Equal Opportunities and Discrimination Policy Atrium Ljungberg AB**

(Resolved at the Board meeting on 20 May 2021)

### **Purpose and goal**

The Equal Opportunities and Discrimination Policy is based on Atrium Ljungberg’s core values and is a steering document for issues surrounding equal opportunities and all forms of discrimination. Discrimination is differential treatment that prejudices an individual’s and/or group’s freedom of action and opportunities, and where their privacy is breached.

This policy aims to ensure that the entire organisation adopts our fundamental approach to discrimination, which is that everyone is of equal value and is entitled to be treated equally.

Atrium Ljungberg is to be an employer that values respect for the individual and that offers every employee the opportunity to develop.

### **Responsibility and governance**

Atrium Ljungberg’s Board of Directors adopts the company’s Equal Opportunities and Discrimination Policy.

The CEO is ultimately responsible for compliance with this policy and can delegate responsibility for this to managers and project managers in the organisation. The equal opportunities and discrimination work is a natural and integral part of all operations within Atrium Ljungberg and managers have a special responsibility for its implementation.

Active measures are a preventive and promotive way of working to counteract discrimination in a company and promote equal rights and opportunities for all individuals at risk of discrimination.

Active measures involve carrying out continual work to examine, analyse, take action against, monitor and evaluate

### **Our Equal Opportunities and Discrimination Policy**

- At Atrium Ljungberg everyone, irrespective of sex, age, religion, ethnicity, sexual orientation, disability and transgender identity or expression, are offered the same opportunities for employment, training, development and promotion within the scope of their knowledge, willingness and/or ability.
- We work to promote equality and diversity in all areas and functions of the company.
- We prevent and counteract any form of harassment or other degrading treatment.
- People have different experiences, opinions and ways of expressing themselves. We want to make full use of the best qualities of all our employees.

- If job applicants have similar experience and competence, we will promote a gender balance in our operations so that we can help provide stimulating work and foster a good work environment. This applies to all levels and all workplaces.
- Pay is not to be based on sex, age, religion, ethnicity, sexual orientation or disability, but on performance and work duties.
- We must have working conditions that are suitable for both women and men.
- We must make it easier for both women and men to combine employment with family life.

### **Updates**

This policy must be updated annually or whenever it is deemed necessary, and is adopted at an ordinary Board meeting that follows the inaugural meeting.