

# FAIR EMPLOYMENT PRACTICES POLICY

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# Nordiqus

This policy is applicable to all employees of Nordiqus AB and Nordiqus' group companies, hereinafter referred to as the "Company". When this policy refers to the company, if nothing else, Nordiqus AB and its group companies are mentioned.

## 1. Introduction

The Company is committed to being an attractive employer and providing equal opportunities and never tolerating discrimination or harassment. It is crucial for the Company to be an attractive employer and to follow the principles outlined in this document in both the recruitment process and for the existing workforce.

Discrimination is defined by law and in this document is defined as unfair treatment of a person because of that person's sex, gender identity or expression, national or ethnic origin, religion or belief, disability, sexual orientation, or age.

Harassment is defined by law and in this document is defined as behaviour that violates a person's integrity, particularly in conjunction with one of the categories that defines discrimination.

## 2. Our principles

The Company is committed to providing a workplace characterised by equal opportunity, dignity, respect, and fairness, free from discrimination and harassment.

Employment processes should always be made based on clear criteria, the treatment of applications should be characterised by strict confidentiality with respect to the candidates' integrity and employment decisions should be based on merit. Employment decisions are made without

considering a candidates' race, colour, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability or any other characteristic protected by law. Employment decisions are communicated to the selected candidate personally by phone, other candidates should be notified without delay. New employees should take part in the Company's Introduction Programme which includes understanding and signing the Company's values and policies.

The remuneration of senior management is decided by the Remuneration Committee of the Board of Directors. For the setting of salaries of all other employees, the following principles should be applied equally and fairly: result, skill, interest and capacity in the role, capacity to work independently, capacity to

# Nordiqus

work in group, initiative, capacity to establish and maintain professional networks, capacity to communicate and represent the Company and capacity to contribute to an orderly and stimulating working climate. The Company is committed to monitoring salaries for different groups and eliminating unjust structural inequalities that are discovered.

We will always respect Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work. We support the United Nation Global Compact. This includes support and respect for the long tradition of agreements between trade unions and employer organisations in the Company's markets.

## 3. Practices

All employees, suppliers, contractors, and business partners must read, understand, and sign our Code of Business Conduct and Ethics.

Discrepancies in salaries between different groups should be monitored and investigated. Unequal pay because of gender or any other category for discrimination should not be tolerated.

Recruitment advertisement should make it clear that candidates are wanted regardless of gender or any other category for discrimination.

All employees' privacy and integrity should be respected, and personal data should be managed in accordance with GDPR.

Any party employed by the Company, directly or indirectly, has the right to fair working conditions regulated by law and agreed upon by the trade unions and the employer organisations. This includes agreements such as minimum wages, maximum working hours, retirement fund, vacation and support for dependent care.

Updated data on material topics related to employment, such as number of employees, diversity, absentee rate and number of injuries, shall be disclosed publicly.

Compliance of this Policy is mandatory for all employees of the Company. Concerns should be reported immediately. It is possible to report concerns to Managers, the HR-manager, the Board of Directors or anonymously through Nordiqus' Whistleblowing Hotline.

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To be read in conjunction with:

- Code of Business Conduct and Ethics
- Human Rights Policy