REJLERS SVERIGE AB

COUNTERACTING DISCRIMINATION POLICY

Prepared by	Officer	Revision date
Head of Sustainability / Quality and Sustainability Board	Head of Sustainability	18 March 2022

Approved by	Date
The Board of Rejlers Sverige AB	21 april 2022

COUNTERACTING DISCRIMINATION 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