

KOMMUNINVEST I SVERIGE AB

**Gender Equality and Diversity
Policy**

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Gender Equality and Diversity Policy

1 Introduction

This policy contains the Board of Directors' overall guidelines for the Company's gender equality and diversity work.

The policy is based on the Company's core values of Quality, Clarity, Participation, and Completeness, as well as the Convention on Human Rights, Finansinspektionen's Regulations and General Guidelines (FFFS 2014:1), the Anti-Discrimination Act, and the Work Environment Act.

2 Purpose

Successful diversity and gender equality work strengthen organisations in terms of productivity, efficiency, and reduced vulnerability. An inclusive workplace culture is a prerequisite for making the most of the strength offered by diversity and differences. Differences create creativity and inclusiveness provides growth. The diversity and gender equality activities must be a natural and integrated element of the Company's existing structure and culture.

The aggregate expertise and experience of the Board of Directors as a whole must be suitable for board work for the business which is conducted, as well as to enable it to identify and understand the risks entailed in the business and the regulatory framework that governs the business which is conducted.

It is recommended that the nominating committee and the general meeting apply these guidelines each time directors are appointed, irrespective of whether this takes place through an election or re-election, and that the suitability of new directors is assessed in order to ensure their suitability and for the purpose of achieving the diversity which the Company seeks in accordance with this policy.

3 Gender equality

All employees and all directors have equal value and must be treated without the irrelevant consideration given to factors such as gender, age, ethnicity, religion or other belief, disability, sexual orientation, or transgender identity.

The Company does not accept any employee being exposed to any form of harassment, discrimination, sexual harassment, or offensive unequal treatment. In addition, it is important that the Company's employees have good opportunities to combine their work with other commitments and parenthood for a sustainable day-to-day life.

Gender balance must be sought for all positions in the Company and targets must be set for the various phases of the recruitment process to attempt to achieve this.

Each year, salaries must be surveyed in order to ensure that there are no unjustified salary differences between men and women. Results and any rectification are to be compiled in an action plan.

Targets must be established for the gender equality work and followed up on each year in the Company's Gender Equality and Diversity Plan.

4 Diversity

With their different qualities, backgrounds, qualifications, and experiences, each employee and director is a part of the Company's diversity and aggregate expertise. It is the Company's ability to take advantage of these various skill sets that makes diversity a factor for the success of the business.

The Company must be an attractive employer for both potential employees and directors, and thus diversity must be taken as a given and as a strength. The diversity work must be an integral part of the Company's structure and culture. In order to contribute to an open and inclusive workplace and structure, the Company must not hesitate to name differences, expectations, roles, and contexts. This will prevent discrimination and exclusion, and provide the conditions for taking advantage of the employees' various abilities and levels of expertise.

A neutral and non-discriminatory recruitment process on the part of the Company shall ensure that expertise and the need for diversity form the basis for employee recruitment and when composing groups.

Targets must be established for the diversity work and followed up on each year in the Company's Gender Equality and Diversity Plan.

5 Targets

The Company must:

- develop the organisational culture so that it becomes more inclusive and so that differences are welcomed, respected, valued, and safeguarded;
- follow a non-discriminatory recruitment process which ensures that candidates are selected on the basis of expertise;
- based on established requirements for expertise, seek diversity in the composition of the staff;
- actively endeavour to achieve a workplace characterised by equality in employment terms and conditions, salary conditions, and opportunities for development;
- ensure that the training and expertise development which are offered reach all individuals in an equal manner.

When directors are appointed, the following aspects should also be taken into consideration:

- a good variety of ages;
- gender balance;
- the geographical origins of the directors;
- the training and professional background of the directors.

The employee representatives on the Board of Directors allow the employees to contribute their perspective and sound knowledge about the Company's business, which further increases the diversity on the Board of Directors.

6 Roles and responsibility

The chairperson of the Board of Directors must inform the nominating committee of the characteristics and knowledge which must be considered in order to provide the Board of Directors, as a whole, with the breadth that promotes diversity.

Managers with staff responsibility are to be responsible for the gender equality and diversity work described in legislation, agreements, and the Company's Gender Equality and Diversity Plan. HR is responsible for coordinating the business' diversity work and, in cooperation with trade unions, for following up on the work on a yearly basis.

The CEO has ultimate responsibility for the gender equality and diversity work.

7 Follow-up and reporting

Follow-up on this policy shall take place in the form of an annual review of the Company's Gender Equality and Diversity Plan, the annual health statement, the systematic work environment management, and the salary survey. The Company's head of HR is responsible for the follow-up.