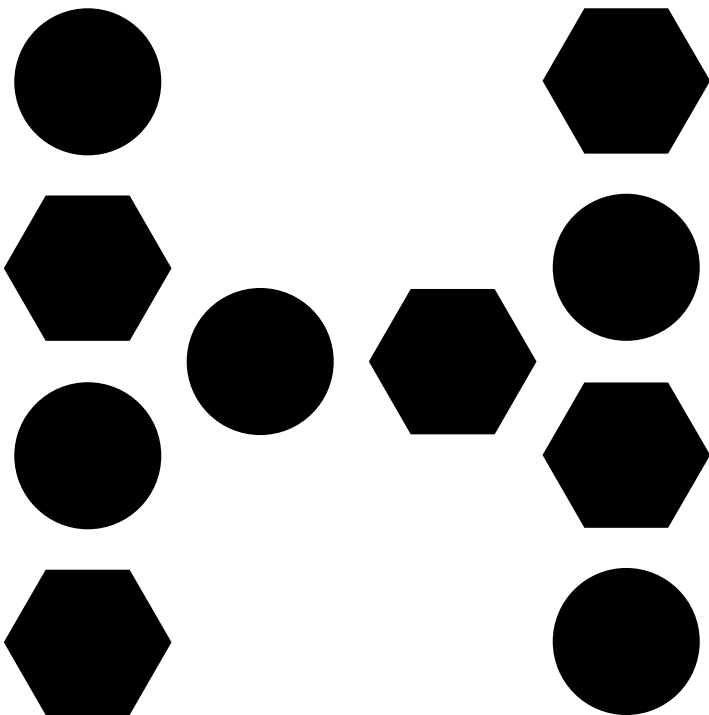


# Diversity and Gender Equality Policy



Hexatronic shall be an equal and inclusive workplace with a high degree of diversity. The organization has a zero-tolerance policy towards discrimination, sexual harassment, and victimization.

**We achieve this by:**

- Ensuring that all employees have the same rights, opportunities and responsibilities in all matters relating to the workplace, irrespective of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
- Treating everyone with respect, dignity, and consideration.
- Providing a workplace where all employees feel welcome and safe.
- Promoting and fostering everyone's differences and perspectives.
- Striving to have as equal gender distribution as possible in different types of position and work task within the Group.
- Considering diversity and gender equality in all recruitment processes, wage setting, competence development, promotion, and redundancy.
- Creating the conditions for all employees to be able to combine work with parenthood.
- Not accepting any form of discrimination, sexual harassment, or victimization.
- Empowering anyone who wishes to call attention to or report an incident of discrimination, sexual harassment, or victimization to do so without fear of reprisals.
- Ensuring that work on diversity and gender equality is an integral part of the day-to-day operation.

**Responsibility**

All employees, irrespective of their position, have a responsibility to help ensure that this policy is adhered to, and to conduct themselves in such a way as to ensure that discrimination or victimization do not occur. Should discrimination or harassment occur in any case, the person aware of the nonconformity shall act immediately and help to ensure it ceases.

It is the responsibility of each manager to ensure that the policy is known and respected, and to actively contribute to systematic work on diversity and gender equality in the workplace.

**To whom does the policy apply?**

The Diversity and Gender Equality Policy applies to the Board of Directors, the Executive Management, managers, and all employees of the Hexatronic Group. The policy shall also be applied in relation to job applicants, interns/trainees, temporary hired personnel, consultants, customers, suppliers, and other business partners.

Henrik Larsson Lyon  
CEO at Hexatronic Group  
Adopted November 1, 2019