



## Unimer's equal treatment plan

### Equal treatment policy and purpose

Unimer works proactively and systematically to combat discrimination and promote equal treatment in our workplace. Our company's equal treatment plan is based on the principle that all individuals must be treated fairly and with respect, and that no one may be discriminated against on the grounds of gender, gender identity or expression, sexual orientation, ethnicity, belief system, disability or age. By promoting an inclusive work environment, we strive to achieve a workplace where everyone can feel at home and develop.

We set clear boundaries for acceptable behaviour and are actively engaged in addressing and preventing such incidents through our zero-tolerance policy toward discrimination and harassment. Our equal treatment plan also includes training and raising awareness to make sure all employees understand the importance of respect, diversity and inclusion in the workplace. By evaluating and updating our plan on an ongoing basis, we strive to create a workplace where everyone feels welcome and valued.

### Work environment and workplace culture

*We organise regular workplace meetings*, including departmental and quarterly meetings, to promote communication, collaboration and the exchange of information between different departments and employees.

*We hold annual employee reviews* to evaluate individual performance, identify development areas and set goals for the future.

*We conduct targeted surveys* with feedback to gain insights into specific issues or workplace areas to identify potential opportunities for improvement.

*We conduct health and safety rounds* twice a year to make sure the workplace environment is safe and to prevent accidents and injuries. We carry out regular risk assessments to identify and manage potential workplace risks and ensure a safe workplace environment for all employees. Changes in the operation are clearly communicated and managed strategically to ensure smooth transitions and minimise negative effects on employees and the business as a whole.

*Ill health and sick leave* are constantly monitored to identify trends, prevent ill health and promote employee well-being.

### Recruitment and employment

All of our recruitment processes are based on qualifications and skills.

Decisions regarding recruitment and employment are made based on skills, experience and performance without discrimination on the grounds of gender, gender identity or expression, sexual orientation, ethnicity, belief system, disability or age. We also strive for a more even gender distribution in different positions.

### Training and skills development

Unimer's offer to its customers can be summed up by our constant endeavour to deliver competence and quality. The range of skills in the company form a well-integrated part of our offering and are key



to our success and continued development. We offer training and development opportunities for all employees to promote career development and increase skills within the company.

#### Pay and terms of employment

We strive to offer competitive salaries and employment conditions that are fair and equal for all employees.

We conduct pay reviews according to the principle of differential remuneration based on individual, well-reasoned grounds. We carry out regular pay surveys to make sure pay is fair and that any differences due to gender or other discriminatory factors are avoided.

#### Responsibilities and monitoring

Company management and all employees have a common responsibility to promote equal treatment and combat discrimination.

Equal treatment efforts are monitored constantly. This plan is updated annually. All employees are encouraged to participate in this work.