

The Nordomatic Policy

Diversity & Inclusion

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About the Policy

Nordomatic is committed to creating a diverse, inclusive, and equitable workplace where employees feel valued, respected, and empowered to bring their whole selves to work.

We believe diversity drives innovation, enhances performance, and enriches our culture, enabling us to better serve our customers, communities, and partners.

This policy aims to ensure a standard, global framework and governance to support our commitment to a diversity and inclusion agenda.

Equal Opportunity and Fair Treatment

Nordomatic believes in equal employment opportunities for all employees and applicants. Nordomatic does not discriminate against employees or applicants based on race, colour, nationality, religion, creed, citizenship, familial status, marital status, civil union status, domestic partnership status, age, national origin, ancestry, physical or mental disability, affectional or sexual orientation or preference, family care status, sex (which includes sexual harassment, and harassment based on, pregnancy, childbirth, or related medical conditions), gender identity or expression, atypical hereditary cellular or blood trait of any individual, genetic information, veteran's status.

This applies to all employment areas, including recruitment, selection, promotion, demotion, transfer, layoff, recall, termination, discipline, pay and compensation rates, training, and assignment.

Inclusive Culture

We aim to foster a culture where everyone feels welcome, valued, and supported. We celebrate and respect the diverse backgrounds, experiences, and perspectives each employee brings to our workplace. We encourage open communication and create space for diverse voices to be heard.

We train managers in non-biased communication, to

be open and listen, and to seek and respect more perspectives.

Diverse Hiring and Development

Nordomatic requires a diverse pool of candidates from our recruiters and tracks the share of high-potential female employees.

Improving gender balance is systematically considered when promoting and recruiting candidates for top management positions. Nordomatic practices equal representation of men and women in the decision-making group when recruiting or promoting candidates to those positions.

Non-Discrimination

Nordomatic does not accept or tolerate acts of discrimination and is committed to maintaining a workplace free from discrimination, intimidation, and retaliation. We do not tolerate physical, psychological, sexual, or verbal harassment or illegal threats against any colleague, business partner, or other Nordomatic stakeholders.

Every instance of unlawful discrimination must be reported and will be investigated.

If an investigation reveals prohibited discrimination or other conduct violating Nordomatic's policies, Nordomatic may take disciplinary action, up to and including termination, against those who engaged in the misconduct.

Any employee who retaliates against the accuser or those involved in the investigation may also be disciplined, including termination.

Company Values

We have 3 strong company values (We build on TRUST, take ACTION, and deliver VALUE).

"We build on trust" is based on our ability to communicate honestly and respectfully, to be present, and to listen with an open mind.

All managers are trained to live by our company values.

SHE-Index

Nordomatic has signed up for the SHE index (<https://www.sheindex.com/se>) and has defined related targets to monitor annually, including gender pay disparities. The Head of People & Culture ensures progress towards our targets, supported by several firm-wide initiatives.

Review and Update

This policy is reviewed and updated annually to remain relevant and practical. All employees, suppliers, and partners are expected to understand and contribute to upholding the principles outlined in this policy.

How to contact us

Please contact your direct manager with any questions regarding this policy.

Key Messages

We believe diversity drives innovation, enhances our performance, and enriches our culture, which all enable us to better serve our customers, communities, and partners.

We do not accept or tolerate any act of discrimination.

This applies to all employment areas, including recruitment, selection, promotion, demotion, transfer, layoff, recall, termination, discipline, pay and compensation rates, training, and assignment.

Every instance of unlawful discrimination must be reported and will be investigated.