

# AB Sagax

## Anti-discrimination policy

*Adopted by the Board of AB Sagax on 8 May 2024*

The principle of equal treatment applies to Sagax's operations. This means, among other things, that no discrimination or any other act of victimisation may occur in relation to anyone at Sagax who

1. is an employee,
2. makes enquiries about, or applies for, employment,
3. applies for, or completes, an internship, or
4. is available to perform, or carries out, work as a temporary or borrowed employee.

Sagax takes a zero-tolerance approach to all forms of harassment. Sagax shall never subject an employee to retaliation because they have

1. reported or claimed that their employer has breached the Swedish Discrimination Act,
2. participated in an investigation pursuant to the Discrimination Act, or
3. rejected or complained about any form of harassment.

Sagax shall take continuous and active measures to prevent discrimination and victimisation and to promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Sagax's work with active measures involves preventive and affirmative action by

1. investigating whether there is any risk of discrimination or retaliation, or any other barriers to equal rights and opportunities, for individuals in its business operations,
2. analysing the causes of identified risks and barriers,
3. taking any reasonable preventive and affirmative action that may be required, and
4. monitoring and evaluating the processes described in points 1-3 above.

Sagax's work with active measures shall cover

1. working conditions,
2. rules and practices in regard to salaries and other terms of employment,
3. recruitment and promotion,
4. training and other types of skills development, and
5. opportunities to combine work and parenthood.

In relation to the work environment, Sagax shall promote a positive work environment for both women and men in the long term. In the short term, the company shall work to ensure that the organisation continues to adapt to the prevailing workload.

In relation to work and parenthood, Sagax's long-term objective is to make it easier for both male and female employees to combine work and parenthood. In the short term, the company's goal is that everyone concerned should be aware of the rights that apply to parental leave and caring for a child.

Should any form of harassment occur within Sagax, the company's policy is that the company has a duty to act. In such cases, the company shall investigate the circumstances surrounding the alleged harassment and where appropriate, take all reasonable steps to prevent further harassment.

No offensive pictures, demeaning attitudes or biased language that could lead to workplace harassment are permitted. Any employee who feels subject to harassment is advised to tell their harasser very clearly that their behaviour is unwelcome and offensive. If the harassment does not stop, or the harassed person does not want, or dare, to discuss the matter with their harasser, the employee may contact their supervisor or any other member of senior management in whom they trust, or use the company's whistle-blowing hotline.

Sagax's long-term objective is to prevent and prohibit all workplace harassment. In the short term, the company's goal is to raise employee awareness of the company's policy.

Work with active measures shall be a cooperative effort between the employer and the employees.

Sagax shall conduct and record annual salary surveys. In Sweden all aspects of work with active measures shall be recorded in accordance with the applicable regulations set out in Chapter 3, Section 13 of the Discrimination Act.

The policy applies to all employees, and all parts, of Sagax's operations. The policy applies to all parts of operations outside Sweden, to the extent made possible by local conditions.

The Board adopts this policy, makes an annual reassessment of the policy's relevance and decides whether any revisions are needed.

The CEO ensures that this policy is communicated, and that the organisation has sufficient information about the content and its meaning.

*This document is an in-house translation of the Swedish policy. In the event of discrepancies, the Swedish original will supersede the translation.*