

# staff diversity and equality, policy

## **Business Development unit 2024-11-26**

Adopted by the Board of Directors in Akelius Residential Property AB (publ) 2021-02-22.

Reviewed 2024-12-10.

### *essentials*

Akelius ensures equal opportunities and treatment for all staff.

The company does not tolerate discrimination or harassment of any sort against staff, applicants, or any other stakeholder.

## promote gender diversity and equality

Akelius appreciates differences, and values everyone.

Akelius commits to a reasonable balance of men and women within the staff and leadership positions.

All staff have an equal chance to thrive within the organization.

The company encourages employees to speak out about gender issues.

The company ensures that reported cases of bias, discrimination, or harassment, are appropriately investigated and addressed.

The Group Internal Audit is in charge of independently safeguarding it.

The Board of Directors defines and promotes goals on gender diversity and equality.

Management reviews the gender diversity to gauge whether there is a reasonable male-female ratio among people when the company

- recruits
- assigns staff to projects

- promotes staff to senior management positions
- offers the same opportunities of training and development for all staff, depending on the business need

The gender diversity data is used to identify barriers to gender balance that need addressing, and to track progress.

The gender diversity data is disclosed annually in the sustainability report.

## employee gender diversity is beneficial

Akelius views gender diversity as a top priority.

Diversity is beneficial for both Akelius, and its employees.

The company

- measures and manages the success of its efforts to promote gender diversity
- commits to integrating diversity within recruitment and promotion processes
- ensures networking events, conferences, and hospitality that appeals to everyone

## Akelius promotes equal work, equal pay

Akelius' commitment to diversity applies equally to recruitment, development, and remuneration.

The company uses the gender pay ratio to measure the extent of remuneration equality in the workplace.

Gender pay ratio is calculated as the average male salary, divided by the average female salary.

Akelius promotes equal opportunities and diversity to eliminate gender pay gaps, that are not due to professional experience, responsibilities, and skill levels.

## do not tolerate discrimination

The International Labour Organization defines discrimination as any distinction, exclusion, or preference, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

Akelius' staff works in an environment which is free from harassment, threats, and discrimination against staff, applicants, or any other stakeholders on the basis of

- race, ethnicity, language
- belief
- national origin, citizenship

- gender
- sexual orientation
- age
- disability
- color
- staff past, present, or future military, or uniformed services
- genetic information
- union membership
- any other characteristic protected under law
- pregnancy
- gender identity
- marital status
- protected veteran status
- mental illness
- or any other category protected by applicable laws

This policy applies to all terms and conditions of employment, including, but not limited to

- hiring and promotion
- training
- compensation and benefits
- termination of employment

All staff should report suspected cases violating company discrimination policy to below alternatives

- line manager or any other manager
- local staff manager
- senior management
- whistleblower channel

Akelius will investigate the facts and circumstances of all claims, and will take appropriate action.

## report violations

All Akelius employees are encouraged to report suspected violations of this code to their nearest supervisor.

If this is not applicable for whatever reason, the employee should contact the local staff department for assistance.

Employees, suppliers, or other business partners can report a suspected violation against the Code of conduct anonymously.

This can be done through

- Akelius' system for whistleblowing, at <https://app.incy.io/akeliuswb/links/report>
- email, to [whistleblower@akelius.com](mailto:whistleblower@akelius.com)
- mail, to whistleblower, Engelbrektsgatan 9-11, Box 5836, 102 48 Stockholm, Sweden

Only the Chairman of the Board and the company's General Counsel have access to the whistleblowing system, and the other channels.

The company protects the anonymity of anyone who reports suspected misconduct in good faith.

Please note that Akelius can only guarantee anonymity for whistle blowers who use Akelius' system for whistle blowing.

False allegations or misuse of the whistle blowing channel procedure is a violation against this code.

## take disciplinary actions for harassment, discrimination

Any staff member that has discriminated against, or harassed an individual, will be subject to discipline.

Discipline actions include termination of employment.

Any manager who observes discrimination, must report the behavior by filing a formal complaint.

Report to the local staff department, or the company's senior management team.

The company will investigate, and take corrective action as appropriate.

## responsibilities

### ownership

The CEO has ownership of the staff diversity and equality policy.

### operational implementation

Executives are responsible for ensuring compliance with the *staff diversity and equality policy*.

Staff managers are responsible for educating all employees on non-discrimination topics annually.

### individual implementation

Each staff member is responsible for

- reading and understanding the policy
- reporting any behavior inconsistent with this policy

## approval and review

The Board of Directors reviews and approves the *staff diversity and equality policy* annually.