

## **Policy Diversity and Inclusion**

A diverse workplace at Clas Ohlson consists of people with different backgrounds, personalities, competencies, and experiences.

Our goal is a dynamic organization where we embrace diverse ideas and perspectives, which supports us in creating a winning team of happy co-workers. Diversity is a strategic asset that will help us develop both as an organization and as individuals. We are convinced that diversity will help us reach our strategic goals, be a sustainable organization and lead to a better financial performance.

To make home fixing available, sustainable, and enjoyable for everyone we see that we need our organization to reflect our diverse customer base to be able to understand our different customers and their needs.

### **Being a diverse and inclusive organization means that we;**

- Work actively with diversion and inclusion based on the current legislation
- Strive to create conditions for all our co-workers to be able to have a good work life balance
- Counteract all types of discrimination, and if an issue arises, actively manage the situation
- With competence as a foundation, strive for diversity in working groups and encourage this when recruiting
- Actively strive for equality regarding terms of employment, work conditions and opportunities for development
- Always act in line with our company culture, the Clas Ohlson spirit
- Respect each other
- Have zero tolerance for any types of harassment or discrimination



All co-workers are responsible for actively working with diversity and inclusion and all co-workers will take responsibility to contribute to Clas Ohlson being an inclusive organization where everyone can be themselves and always feel welcome home.

We will actively manage diversity and inclusion by mentoring, educating, and supporting all co-workers towards our goals and at Clas Ohlson we will lead by example.

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