

POLICY AGAINST HARASSMENT AND DISCRIMINATORY TREATMENT

Bravida has zero tolerance regarding any form of discriminatory treatment. The basis for our view of how to treat people is respect for the unique and equal value of every human being. We form each other's working environment and everyone has a responsibility to contribute to this.

The Discrimination Act and the Work Environment Act regulate our responsibility to work in a preventative manner against harassment and discriminatory treatment. The law also regulates our obligation to investigate the circumstances of improper treatment and harassment and take the necessary measures to prevent this happening in the future.

The purpose of our policy is to:

- prevent ill health
- clarify the responsibility of all employees to contribute to achieving a good working environment
- clarify the employer's responsibilities regarding health and safety at work
- clarify the importance of building an organisational culture that promotes respectful treatment of others

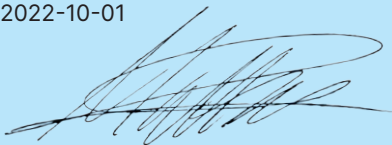
As an employer, Bravida encourages people to dare to speak up directly if an action/statement does not feel right and respectful.

If harassment or discriminatory treatment occurs, or if there is a suspicion that it has occurred,

all employees at Bravida have an obligation to inform their immediate manager, HR, union representative, occupational health officer or safety representative about this. Employees who wish to remain anonymous in this regard can use the whistleblowing function available on Bravida's external website.

If we are made aware of the fact that an employee feels that he or she has been subjected to harassment or discriminatory treatment, we as an employer must always initiate an investigation. Bravida's Procedure in the case of harassment and discriminatory treatment or suspicion thereof must be followed.

Bravida 2022-10-01



Mattias Johansson
President and CEO

This policy is in line with Bravida's other policies, its code of conduct and its values.

