

staff diversity and equality policy

Adopted by the Board of Directors in Akelius Residential Property AB (publ) 2021-02-22.
Reviewed 2023-12-28.

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 about gender diversity and equality.

Senior management reviews the gender diversity data quarterly.

The review aims 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.

The company is working on a salary review process including

- a pay survey
- equal pay for equal job
- salaries comparison within the roles
- market comparison per city
- reasons for differences in salaries
- actions needed if there are inequalities

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 policy to their nearest supervisor.

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

Employees, suppliers, or other business partners can report suspected discrimination cases anonymously through Akelius' system for whistleblowing at <https://app.incy.io/akeliuswb/links/report>.

Violations can also be reported via

- email to whistleblower@akelius.com
- mail to whistleblower, P.O. Box 38149, SE-100 64, Stockholm
- telephone to +46 08 566 130 99

A meeting can also be arranged for submitting a whistleblower report, if requested.

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

The anonymity of anyone who reports suspected misconduct in good faith will be protected.

Please note that Akelius can only guarantee anonymity for whistleblowers who use Akelius' system for whistleblowing.

False allegations or misuse of the whistleblowing channel procedure is in itself a violation of this policy.

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 conduct an investigation and take corrective action as appropriate.

responsibilities ownership

The CEO has ownership of staff diversity and equality policy.

operational implementation

All Heads of Regions, Cities, and Departments are responsible for ensuring compliance with the staff diversity and equality policy.

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