

DAMCO		DOCUMENT NAME Diversity Policy	PAGE 1(1)
ISSUED	APPROVED	VALID FROM 2014-02-10	DOCUMENT HSSE 2.5



## Diversity policy – Sweden

Diversity management seeks to create equal conditions for all employees regardless of gender, ethnicity, religion, disability, sexual orientation or age. Similarly, pregnant and new parents shall have equal conditions as other employees.

Our view is that workplaces which are represented by great diversity creates conditions for increased efficiency as well as a good working environment. The overall experience of the employees gives a positive impact on the company's development.

This means equal rights for all employees in case of work, employment and working conditions, as well as the equal right to role specific company training and occupation, etc.

Diversity management shall be integrated into all activities and will be carried out at all levels. Damco Sweden AB put great effort into compliance to laws and other requirements within discrimination as well as the diversity and gender equality.

Damco Sweden AB work actively to prevent discrimination and will take immediate action if this occurs. The Equality action plan is an expression of the company's approach to diversity management and support for managers and employees in their work on diversity issues.

The ultimate responsibility for gender equality plan rests with the CEO, but it is in every manager's task to ensure that the intentions of the Equality action plan is a reality within their area of responsibility. It is also a common responsibility for all employees to treat each other with mutual respect and care.

We strive towards continual improvement by setting targets with our diversity work and measure achieved results at least once a year.

Conditions must be created to co-ordinate diversity policies within the Company group, as well as for the exchange of experience in this field, both within the Company group and with other companies in the region.

Soren Madsen, Nordic CEO Damco