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This Equal treatment policy has been adopted by the board and applies to all companies that are part of the group Nordic Flanges Group AB, corporate no. 556674–1749 (“NORDIC FLANGES”).

Equal treatment policy

(policy against discrimination and harassment, for equal opportunities, gender equality and diversity)

Purpose and scope

The purpose of this policy is to offer equal conditions and opportunities to develop within the NORDIC FLANGES GROUP.

In the NORDIC FLANGES GROUP, we must work for diversity, inclusion and an equal working environment and counteract discrimination and offensive differential treatment.

We assume that each person is unique and that everyone has equal value. We therefore value people based on personal merit and treat everyone with respect and dignity. In the NORDIC FLANGES GROUP, based on performance and behavior, everyone must have equal opportunities for employment, training, promotion and development at work.

This policy covers all employees, regardless of the form of employment and also applies to hired employees, contractors, interns and degree workers. It requires that each individual participates and takes responsibility in this context. All employees have a responsibility to ensure that the policy is followed. Everyone who has personnel responsibility must ensure that the policy is complied with.


Diversity

NORDIC FLANGES GROUP's definition of diversity is differences in background, competence and experience. For us, diversity is both about the right to be yourself and to benefit from available skills and experiences. We see diversity as an asset and a means to achieve a better business for our customers, by solving problems and developing the business with our different perspectives.

Equality

NORDIC FLANGES GROUP must be a company completely free from all forms of discrimination. As an employer, we must work consciously and goal-oriented so that everyone has the same working conditions, equal rights and development opportunities.

In the NORDIC FLANGES GROUP, women and men must have the same conditions for the various tasks in the company. As a result, people of both sexes must be treated equally in both internal and external recruitment. Equality must also prevail in relation to personnel development, salary setting, opportunities for parenthood and more. All assessment in this context must be made solely on the basis of objective reasons that have to do with competence and suitability.

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NORDIC FLANGES GROUP completes a salary survey every year to ensure that no salary differences are due to gender.

Discrimination

All forms of discrimination are prohibited. This means that no one may be discriminated against because of gender, gender identity or expression, ethnic affiliation, religion or other belief, disability, sexual orientation, age, political opinion or nationality.

Victimization

All forms of offensive discrimination or harassment are prohibited. By offensive differential treatment, we mean unwanted or negatively characterized actions that are directed at individual employees in an offensive way, and which can lead to the employee being excluded from the workplace community or prevented from performing their work. It is the victim who decides what constitutes an unwanted act. What is accepted by one person may be perceived as offensive to another.

Abusive discrimination can be bullying, social ostracism and other types of harassment, such as sexual harassment. It can include unwelcome physical, verbal or non-verbal (e.g. stares) behavior. It is important to note that not only sexual acts count as sexual harassment, but also offensive generalizations of men and women. Offensive behavior or treatment can never be accepted regardless of who it concerns or who is affected.

Temporary disagreements, conflicts or cooperation problems are not included in the concept.

Target image

Every employee contributes to a good workplace climate. We have a way of working and a culture where everyone can use their knowledge and experience so that they can be used in the most efficient way and to the greatest benefit for the business. We have an inclusive climate where we welcome differences and where everyone thrives regardless of status, background, gender, age, functional variations and more. We treat each other with respect and dignity and have equal rights and obligations.


No one should experience discrimination or offensive special treatment.

NORDIC FLANGES GROUP's work to prevent discrimination and abusive differential treatment

NORDIC FLANGES GROUP has a responsibility to work proactively so that no one is discriminated against or offended in any way.

Examples of interventions are:

- The recruitment process is structured and competence-based, which reduces the risk of discrimination
- Annual employee survey with action plans
- Follow-up of short- and long-term absences
- Early interventions in case of sickness absence

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- Training in measures in the event of discrimination, abusive differential treatment and sexual harassment for managers
- Annual development interviews where questions about the working environment are included
- Introduction for new employees. Current policies are shared with new employees
- Follow-up interviews with new hires
- NORDIC FLANGES GROUP and its managers must work to ensure that no one is exposed and clearly show that discrimination and abusive special treatment are not tolerated.