



Diversity and Inclusion Policy Ocab Group

The Ocab Group's business and employees often meets people in vulnerable situations at all hours of the day. We promote diversity and strive to create an inclusive work environment where the experience, perspectives and abilities of all employees are highly valued. We are aware that individuals' diverse backgrounds enrich and provide us with valuable insights, contributing to creativity and efficiency in our daily work.

Ocab does not accept any form of discrimination, harassment or bullying based on gender, age, ethnicity, nationality, language, religion, culture, health, education, sexual orientation, family situation, trade union involvement or functional variance.

All employees have the same opportunities, rights and obligations when working for Ocab. This policy applies to all employees, regardless of their form of employment, as well as to suppliers, customers and temporary staff within Ocab, including all countries and operations. Legislation, regulations and trade union agreements set the minimum requirement for our gender equality and diversity work. The Ocab Group's country managers are responsible for the content of this policy being communicated, understood and complied with.

Development opportunities

Creating a workplace where all employees can develop and reach their full potential with access to development and career opportunities is crucial to our success. By continuously conducting employee surveys, evaluating working conditions, and promoting diversity and inclusion, we can ensure that we are actively working against discrimination and for gender equality.

Every manager and leader have a responsibility to promote goal-oriented gender equality and diversity work. This means that working conditions, wages, benefits and other terms of employment must be designed with the aim of offering equal opportunities. As a business, we will make it easier for all employees to combine work, private life and parenthood.

Recruitment

All decisions regarding employment must be based on personal ability, merits, qualifications and legitimate and business needs. Ocab's recruitment process strives to encourage diversity within the company.

Conclusion

We create good conditions by:

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- Integrating gender equality and diversity perspective in daily work.
- Continuously identifying, evaluating, and preventing risks that hinder diversity and inclusion.
- Designing language, images and the like in information material so that gender equality and diversity are promoted.
- Having procedures that facilitate the reintegration of employees after parental leave.
- Providing the Whistleblower function if there is suspicion of irregularity, which is contrary to Ocab's values or this policy.
- Placing the same high demands on subcontractors, partners and other actors as on its own operations.

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