

EQUALITY AND DIVERSITY POLICY.

Our aim is to promote all employees' equal rights with regard to terms of employment, working conditions and development opportunities. Semcon's efforts to further promote equal opportunity amongst its employees shall reflect the range of diversity in our industry as well as in relevant training courses.

GENERAL PRINCIPLES

Semcon shall promote equal working conditions as well as equal career opportunities. Semcon shall work towards promoting diversity and equal treatment in the workplace by ensuring that fair employment conditions and requirements apply to every employee.

At Semcon:

- All employees shall be treated equally, fairly and with respect, irrespective of: gender, age, religion, ethnicity, cultural and social background, birthplace, disability, gender identity, gender expression, sexual orientation, union representation or political views.
- Both women and men shall be given the opportunity to develop in accordance with their individual abilities.
- We are aiming at promoting equivalent working conditions and career opportunities for all employees. When recruiting, Semcon strives for an even gender distribution. Without excluding other relevant factors which reasonably can be taken into consideration when applicants are equally qualified according to the set requirements the under-represented gender should be prioritised whenever possible.

- There should be no unjustified salary differences within Semcon due to gender.
- We shall make it possible for all employees to combine work and parenthood.

RESPONSIBILITIES

At Semcon equality issues are part of the company's responsibilities towards its employees. Everyone has a duty to consider the equality implications of their actions and in decisions made. Everyone with a managerial role is duty bound to actively ensure that equality measures are being taken. Semcon's Equality and Diversity Policy decided by the Group Management, which also has the overall responsibility for equality measures taken at Semcon. Managers throughout the organisation have direct responsibility for equality measures taken within their respective areas of responsibility.

