Diversity, Equality and Inclusion Policy

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Algol Group is committed to fostering a diverse and inclusive workplace that values and respects the unique perspectives, experiences, and contributions of all employees. We believe that a diverse workforce enhances creativity, innovation and overall success of our organisation.

INCLUSIVE WORKPLACE AND EQUAL OPPORTUNITIES

We strive to create and maintain an inclusive work environment where all employees feel welcome, valued, and supported. Discrimination, harassment, and exclusion based on any protected characteristic are strictly prohibited. Our target is zero WhistleB cases concerning discrimination connected to Algol Group.

Algol Group provides equal employment opportunities for all employees and applicants without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability, political views or any other characteristic protected by law.

IMPLEMENTATION

This policy applies to all aspects of employment, including recruitment, training, promotion, and retention. Training programs, retention initiatives and career growth opportunities are designed to be inclusive and accessible regardless of above mentioned characteristics. We ensure that our recruitment processes are fair, based on merit and free from biases.

PROMOTION OF DIVERSITY AND INCLUSION

All employees, including leadership, are responsible for upholding the principles of this diversity and inclusion policy. Managers are expected to lead by example and foster an inclusive culture within their teams. We encourage open communication, collaboration, and sharing of diverse perspectives to foster a culture that values differences and promotes understanding. While we appraise honest and clear communication it must remain constructive and respectful at all times.

CONTINUOUS DEVELOPMENT

Feedback from employees is valued, and we are committed to making continuous improvements to our policies and practices to ensure an inclusive workplace. While encouraging open and direct communication, we also collect anonymous feedback regarding the subject through our annual employee survey and our whistle-blower channel WhistleB.

The Diversity, Equality and Inclusion Policy is evaluated by Algol Group Sustainability Manager on a yearly basis.

April 2025,

Joakim Flinck
CEO of Algol Group