



# GARO GROUP

## Diversity and Inclusion Policy

GARO Group AB and its affiliates (or the "Company") (Corp. Reg No. 556051-7772)

Originally adopted December 12, 2023.

Issued by Andreas Olsson, Sustainability Manager

Approved by Patrik Andersson, CEO GARO Group



## **1. GARO GROUP INTEGRITY AND INCLUSION POLICY**

At GARO Group, our commitment to integrity, diversity, and inclusion remains unwavering. This policy reaffirms our dedication to fostering a workplace that values diversity, respects human rights, and provides equal opportunities to all employees, stakeholders, and partners across our global operations.

## **2. COMMITMENT TO DIVERSITY AND INCLUSION**

Diversity and inclusion stand as foundational pillars within GARO Group. We recognize and celebrate the unique characteristics, experiences, and perspectives that every individual brings to our organization. Embracing this diversity enriches our workplace culture, fosters innovation, and fuels our collective success. We are resolute in our stance against discrimination, ensuring that our recruitment, employment, and promotion practices are based solely on merit, competence, and qualifications. GARO Group promotes a work environment that is free from biases related to ethnicity, gender, age, religion, disability, sexual orientation, or any other personal attribute.

## **3. INCLUSIVE PRACTICES AND COMPLIANCE**

In alignment with our values, GARO Group pledges to:

- Conduct recruitment processes without prejudice or bias, emphasizing equal opportunities for all candidates.
- Base hiring decisions solely on professional qualifications, competencies, and relevant experience.
- Guarantee equitable pay, benefits, and opportunities for career advancement to all employees without discrimination.
- Provide reasonable accommodations to enable the full participation of employees with disabilities.
- Establish clear and accessible channels for reporting incidents of discrimination or harassment within the workplace.
- Offer comprehensive diversity training to all employees, overseen and updated by our Human Resources department.

## **4. LOCAL DIVERSITY PLANS AND ACCOUNTABILITY**

Acknowledging the diverse nature of our global workforce, GARO Group encourages each site in every country of operation to voluntarily develop and implement Local Diversity Plans. These plans may include:

- Setting specific, measurable objectives for promoting diversity within the workforce and management teams.
- Conducting regular assessments of salary levels, gender-disaggregated and aligned with job grades and positions.
- Maintaining detailed records of recruitment and promotion practices to ensure alignment with local laws and non-discriminatory clauses.
- Documenting participation in diversity training and engaging in ongoing efforts to sustain an inclusive work environment.



## **5. CONTINUOUS IMPROVEMENT AND OVERSIGHT**

Our commitment to diversity and inclusion is an ongoing endeavor. Each year, the Local Diversity Plans will be reviewed, submitted to the Senior Vice President of Human Resources & Sustainability, and integrated into our budgetary process. This process ensures that our strategies for diversity and inclusion remain aligned with evolving best practices and organizational objectives.

## **6. POLICY COMPLIANCE AND REVIEW**

This document will undergo an annual review conducted by the Sustainability Committee, ensuring its alignment with our sustainability initiatives, evolving regulations, and best practices.

## **7. VIOLATION PROTOCOL**

Adherence to this policy is mandatory. Any violation will be taken seriously and addressed promptly by your leader and the HR department. Serious or repeated violations may result in termination of employment with the company.

## **8. CONTACT INFORMATION**

For any questions or comments regarding this policy or GARO Group's sustainability efforts, please reach out to our Sustainability Manager, Andreas Olsson, at [andreas.olsson@garo.se](mailto:andreas.olsson@garo.se) or call +46 370 332 800.