



Policy on Diversity and Equality

Purpose:

Steen-Hansen AS shall be an attractive employer that values and promotes diversity and equality. Our aim is to have and maintain a good working environment through an inclusive culture. The foundation for our view of humanity is respect for the individual's unique and equal value regardless of gender, ethnicity, and religious conviction.

Our Policy

Diversity strengthens us

- People with different backgrounds, knowledge and characteristics strengthen the company and our working environment when we respect and recognize each other.
- Every person shall be able to realize their potential within the company, regardless of gender, ethnicity, religion, outlook on life, disability, sexual orientation, or age.
- We recognize and use the UN's sustainability goals as a guide for our own goals.

Everyone shall be treated equal

- Everyone must be treated by the same rights and opportunities in the company regardless of gender, ethnicity, religion, outlook on life, disability, sexual orientation, or age.

We do not accept offensive differential treatment nor discrimination.

- We have zero tolerance towards all forms of offensive differential treatment, bullying and discrimination.

We shall prevent

- Provide clear guidelines and information to our employees (Code of Conduct).
- Carry out regular surveys of the working environment and well-being among employees.
- Well-being-promoting measures will be prioritized.
- Promote a culture of "speaking out".

We shall ensure compliance

- All applicable laws and regulations must be complied with.
- All employees must have the necessary training to ensure that they are aware of and understand the company's policies and guidelines.
- If necessary, we will seek assistance from the occupational health service.

We shall focus on goal achievement and improvements.

- Establish appropriate targets for monitoring the working environment.
- Breaches of policy or guidelines must be registered in our deviation system and followed up by responsible.



Responsibility

- This policy applies to all employees of Steen-Hansen AS.
- It is the responsibility of all employees of Steen-Hansen AS to make the management aware of any concerns about policy violations.
- Breach of the guidelines may lead to disciplinary measures, up to and including dismissal of employment.

Communication

- Inform our employees, the board and management, employees, relevant public agencies or stakeholders about our compliance with business ethics.
- Ensure that our policy and guidelines are known among our employees.
- Results that are part of the company's sustainability goals will be included in the company's reporting.

References

This policy must be seen in conjunction with the company's other policies and guidelines.