



Established by: Mika Mäenpää	Fixed date: 2020-05-11	Document Type: Policy	Edition: 2
Prepared by: Mika Mäenpää	Date established: 2020-05-11	Revised by: Karoline B. Sundbaum	Revised date: 2022-11-04

Chapter number and heading <b>1.3 Policy</b>
Document number and name <b>1.3.2 Gender equality and diversity policy</b>

## Equality

GRK strives to be an attractive employer and a developing workplace for both women and men. Therefore, it is important that both male and female experiences, views and values characterize the way the company works. Gender equality is a prerequisite for a good work environment. We give men and women equal opportunities, rights and obligations, and that men and women are not judged or valued according to gender.

- In recruitment, we strive to achieve an even distribution between women and men.
- We give women and men equal pay for equal tasks based on experience and skills.
- Workplaces, working methods and working conditions must be arranged so that they are suitable for both women and men.
- Both women and men should be able to combine working life with parenthood.
- We have zero tolerance for sexual harassment. Sexual harassment refers to an unwelcome sexual act or statement. We distance ourselves from sexist expressions, both verbal and in action.

## Diversity

GRK's activities are characterized by the belief that everyone has and should be guaranteed equal value regardless of gender, transgender identity or expression, ethnic or religious affiliation, disability, sexual orientation or age. This is reflected in our daily operations and recruitments. Our goal is for everyone to feel safe in our environment. We are keen to accommodate wishes and to make adjustments based on, for example, religious or ethnic considerations. It is important for us to actively counteract all forms of harassment, regardless of the reason. In the recruitment work, we are keen to encourage applications from people with a background other than Swedish.

All employees at GRK must be guaranteed equal rights and opportunities and thus equal value. Employees should feel that their contribution to the work is significant and that they have a responsibility to contribute to good working conditions.

At GRK, we have zero tolerance for harassment based on the seven grounds of discrimination. Please note that it is the harassed person who decides which actions or behaviors are offensive.

## Measures in case of suspected harassment

**The manager** has an important role in creating an inclusive and good working climate. As soon as you suspect or become aware that someone in the workplace is being subjected to undesirable behaviour,

you must immediately contact HR to begin an investigation of the incident and put a stop to further actions.

It is the responsibility of each **employee** to actively work to ensure that harassment does not occur in the workplace. The obligation includes a responsibility to report suspected harassment to the immediate manager or HR.

**Anyone who feels they have been** subjected to harassment can act in different ways. You can:

- Indicate to the person responsible for the unwanted actions that you do not accept their behavior and demand that the behavior stop.
- Talk to a manager or colleague you trust, or contact the occupational health service.
- Signal as soon as possible because problems rarely go away on their own. This is important in order for the issue to be investigated quickly.