

## Policy on Discrimination and Equal Opportunity

### 1. Purpose

VBN Components AB is committed to creating and maintaining a workplace free from discrimination and ensuring equal opportunity for all employees and applicants. This policy sets out our position on fairness, diversity, and inclusion in all aspects of employment.

### 2. Scope

This policy applies to all aspects of the employment relationship at VBN Components AB, including recruitment, hiring, compensation, promotion, training, access to benefits, and termination.

### 3. Prohibition of Discrimination

VBN Components AB strictly prohibits discrimination based on individual characteristics, including but not limited to:

- Gender or gender identity
- Age
- Race, ethnicity, or national origin
- Religion or belief
- Disability or health status
- Sexual orientation
- Marital or parental status
- Political opinion
- Any other status protected by applicable law

This prohibition applies to:

- **Hiring and recruitment practices**
- **Compensation and pay decisions**
- **Promotions, career advancement, and training opportunities**
- **Access to employee benefits and workplace resources**

### 4. Commitment to Equal Opportunity

VBN Components AB actively works to promote equal opportunity by:

- Conducting **regular reviews of compensation and promotion data** to identify and address unjustified disparities.
- Ensuring **transparent recruitment and performance evaluation criteria**.
- Offering **career development opportunities equitably** across the organization.

### 5. Reasonable Accommodation

The company will provide **reasonable accommodation** to employees with disabilities or specific needs, allowing them to perform their duties on equal terms with others. This may include adjustments to the physical workspace, job structure, working hours, or equipment, provided such accommodations do not pose undue hardship.

### 6. Implementation and Monitoring

This policy is implemented through human resources procedures and overseen by management. All employees are encouraged to raise concerns regarding potential discrimination through the appropriate internal channels. The company will investigate such concerns fairly, confidentially, and without retaliation.

#### 7. Review

This policy is reviewed as needed to ensure ongoing effectiveness, legal compliance, and alignment with the company's values and goals.

A handwritten signature in blue ink, reading "Magnus Bergman". The signature is fluid and cursive, with a small dot at the end.

Magnus Bergman, CEO, VBN Components AB