



Inclusion and diversity

By diversity, we at Wenell mean the differences that make us all unique. This includes age, gender, ethnicity, physical conditions, religion, belief, sexual orientation, and ways of thinking and acting. At Wenell, we work actively to create an inclusive work climate where everyone can contribute with their full potential. Should problems arise for any reason, there is an action plan for harassment, sexual harassment, and victimization. Through information, we will raise awareness of gender equality issues and strive for an open attitude and equal treatment throughout the company.

At Wenell, we are committed to:

- Actively work to ensure that the physical, social, and organizational work environment is suitable for all employees. By this we mean considering that all employees, regardless of age, gender, gender expression, physical conditions, ethnicity, religion, or other belief, should be given equal opportunities / conditions regarding, for example, working hours, convenience facilities and language use.
- Make it easier for all employees to reconcile work and parenthood. By this we mean making it easier for parents by enabling the use of flexible working hours and arranging staff meetings so that it also works for those on parental leave.
- Based on our zero tolerance, prevent, and prevent victimization and all forms of harassment. By this we mean counteracting actions that can be perceived as violating the employee's privacy. We also work actively to make it easier for those affected to safely tell/report the incident.
- Investigate all cases of discrimination and harassment in the workplace, take appropriate action and provide feedback to the victim.
- Provide all employees with opportunities for development and training within the framework of their employment. By this we mean that all employees, in consultation with the employer, should be given the opportunity to develop based on their conditions, their will and ability.
- Create a more even gender distribution within our operations. By this we mean achieving a more even distribution of women and men in all different types of jobs and positions by always working to ensure that vacancies are applied for as far as possible by both women and men. Appointments are primarily based on competence and with an awareness of individuals' different conditions.



- Give all employees equal pay and conditions for equal performance in cases where the work performed is equal or equivalent and has comparable difficulty. By this we mean ensuring that no employee is discriminated against in terms of pay. Each manager is responsible for compliance with this policy by disseminating information, implementing changes, and making regular follow-ups. This gender equality policy governs all Wenell companies and shall be available to all employees of these companies.

Stockholm, September 3, 2024

A handwritten signature in blue ink, appearing to read "Tommy Olin".

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Tommy Olin, CEO