

# Equal Opportunities, Equal Treatment and Anti-Discrimination Policy

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NP3 Fastigheter must be an equal opportunities workplace with a good work environment and open communication.

We are convinced that equal opportunities and treatment contributes to better quality, efficiency, innovation and profitability. The collective skill base and strength of all employees are needed to drive development and improvement initiatives in our company.

All employees must have equal rights and opportunities irrespective of their sex, transgender identity or expression, ethnic background, religion or creed, disability, sexual orientation or age. NP3 condemns and combat all forms of discrimination.

NP3 Fastigheter's objective is to develop a modern and attractive workplace for everyone. This policy means that:

- we strive for greater equality and community spirit among staff at all levels and throughout the workplace
- all employees must have equal rights and opportunities in work-related matters and development opportunities
- it should be possible to reconcile parenthood and work
- we work to adapt our physical and psychosocial work conditions for all of our employees
- we work to prevent discrimination, harassment, sexual harassment and degrading treatment from occurring in our company
- salary differences or other employment conditions based on sex is not allowed - salary and remuneration must be determined based on objective grounds
- all managers and employees must be familiar with and ensure compliance with the policy