



Policy

Diversity and Inclusion

Governing document
Coor Group

2022-12-15

This is a governing document:

Policy

Diversity and Inclusion Policy

Coor influences the lives of many people every day and we have a strong commitment in creating a truly sustainable company.

Respect for the equal value and rights of all people is fundamental to Coor. Our employees are our most valued assets. We know that our differences make us stronger together and enables better results.

Coor is a diverse and inclusive company, and we strive to become even more committed to these values – for our employees, our customers and for society at large. A job at Coor is many times a first step into the labor market and our diverse workforce is a key competitive advantage in the facility management and workplace experience industry.

With more perspectives represented:

- We make smarter decisions
- We attract talents
- We increase innovation

PURPOSE

The purpose of this policy is to make sure that Diversity and Inclusion continuous to be a natural part of our culture – every day. The policy should serve as a tool for our employees and managers to navigate in their daily work. The Diversity and Inclusion Policy is an underlying policy to Coor’s Code of Conduct and assures that our business is in accordance with our ambitions, legislation, and good practice for a listed company.

EXTENT

The policy is valid for all employees regardless of the form of employment as well as for suppliers, customers and hired personnel within Coor, including all countries and operations. All Coor’s managers are responsible for that the content of this policy is being communicated, understood, and adhered to. All employees are responsible for following this policy throughout their employment. We ensure this by making sure that our people processes are characterized by these values and that our managers are continuously trained.

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Diversity

Diversity is a mixture of all the aspects that make humans different from each other.

It's the unique blend of experience, skills, and perspectives that our people, customers and stakeholders bring to the workplace that creates diversity. This includes, but is not limited to, characteristics such as gender identity, age, cultural background, ethnicity, nationality, language, religious beliefs, health, education, sexual orientation, family situation, union engagement or disabilities.

We are convinced that a diversity of i.e. personalities, experiences and knowledge is enriching and that each employee should be treated respectfully and fairly regardless of gender, background, identity or such.

Inclusion

When we talk about inclusion, this means ensuring that differences are welcomed and appreciated.

An including culture is key to make all employees feel valuable, respected, and comfortable in being their authentic selves. We strongly believe that engagement grows in a fair and equal environment and that it empowers people to use their uniqueness to create an organization with Passion for people and a greater business – inclusion empowers diversity.

Our commitment

Within social responsibility, we have four focus areas; engaged and motivated employees, zero injuries and zero long-term sick leave, equal opportunities, and our responsibility to contribute to a better society.

Social responsibility are strategically targeted with clear KPI:s both short and long-term.

This emphasizes that Diversity and Inclusion, at all levels in the organization, together with equal opportunities are part of the values Coor actively promote. The workforce at Coor should reflect the local communities in which Coor operates. We strongly believe that this renders in an improved performance, create better innovations, reach higher retention, and increases the opportunity to attract talents – as well as an improved employee engagement and well-being. As a rule, our Diversity and Inclusion aspiration is our backbone.

Our approach to Diversity and Inclusion is based on:

1. Our vision and Guiding Stars
2. Our Code of Conduct
3. Our commitment to the UN Global Compact
4. Our commitment to respect human rights according to the UN Guiding Principles on Business and Human Rights
5. Our Triple Bottom Line (ESG) framework and targets

All employees within Coor should be committed to the following:

HUMAN RIGHTS

Coor is committed to continuing to develop an organizational culture that supports internationally recognized human rights and seeks to avoid complicity in breaches of human rights. Our commitment to human rights is clearly stated in our Code of Conduct as well as our Human Rights policy.

GENDER DIVERSITY

Coor is a very gender-balanced company overall. We want an equal representation of women and men in each service area and on all management levels. We are certain a gender-balanced workforce benefits our efforts not only to attract and keep employees but also to improve performance and results.

DISCRIMINATION AND HARASSMENT

We condemn all forms of discrimination in Coor and offers a safe workplace with zero tolerance of any harassment such as i.e. sexual harassment, bullying or similar violations. All employees have the right to be treated with respect, without fear of any type of abuse.

ABILITY VARIATION AND ACCESSIBILITY

Ability variation refers to the diverse physical or cognitive strengths and challenges of all people. In general, barriers need to be removed to enable equality in society. Coor has an opportunity to lower the barriers by offering work opportunities to people that otherwise could be left outside work.

LGBTQ+ INCLUSION

We want our LGBTQ+ professionals to feel confident in being who they are and empowered to thrive within Coor and within the societies Coor serves. For our LGBTQ+ colleagues it means knowing that they will be seen and heard as their true authentic selves — valued and appreciated for all that they are. LGBTQ+ stands for lesbian, gay, bisexual, transgender, queer or questioning, and more.

CULTURAL DIVERSITY

Cultural diversity is a great strength, and we want to ensure an inclusive environment for all. We do not record or report on our people's ethnicity, nationality or religion due to our ethical values.*

*Unless it is mandatory according to country laws

AGE DIVERSITY

Our organization is very age diverse, and we appreciate the value of age diversity and work to prevent ageism, regardless of what age group is impacted. At Coor we create customer experiences to people at all ages and the better we reflect this diversity, the better we can understand and meet our customers' needs.

WORK-LIFE BALANCE

At Coor, we believe we are happier and more productive when there is a balance in life. Therefore, we support and aim to continuously improve the conditions for a good balance between work life and life outside work. One important part of this is how we see parental leave as something positive and developing for all and we encourage both men and women to utilize this possibility.

FAIR PAY

Remuneration is based on performance, role, competencies and skills and follows the collective agreement where applicable. For employees outside these agreements, Coor assures terms equal to the agreement relevant for the role.

Employee commitment

The responsibility to act according to this policy for Diversity and Inclusion lays with every employee at Coor. This includes to make decisions and manage our activities to assure that these values are incorporated in our daily business.

All employees are urged to report suspected breaches of this policy. We have firm reporting processes and systems in place to handle any maltreatment and all reports will be investigated.