

Company/Department: OX2 Group AB / HR	File name: Gender equality and diversity policy	Decided by/Date: The Group management / 26/09/2016
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Gender equality and diversity policy

Applies to the following companies within OX2
and when applicable their branches

- OX2 Bio AB
- OX2 Bio Produktion AB
- OX2 Construction AB
- OX2 Group AB
- OX2 Technical and Commercial Management AB
- OX2 Wind AB
- Utellus AB
- Enstar AB

1. Introduction

Section 1 of OX2's code of ethics stipulates that equality and diversity are an important part of OX2's corporate culture.

"We strive for a corporate culture that is fully non-discriminating on the basis of gender, sexual orientation, race, ethnic origin, religion, disability or age. We believe in non-hierarchical structures as well as in a multicultural approach. We understand that this can be a challenge and we constantly need to work to stay open, inclusive, supportive and tolerant. This culture creates the best foundation for the long-term viability of OX2 as a company."

A workplace that is characterised by diversity and equality, where all enjoy equal treatment, is attractive for both employees and OX2's partners.

The OX2 group is responsible for establishing standards and handling tools that can help the company to increase its diversity. The operational units of the companies are then responsible for managing diversity issues in an efficient and appropriate manner.

This document consists of policy, the current situation analysis and gender equality and diversity targets for 2016-2018. Equality and diversity work forms

part of our daily tasks.

2. Policy and guidelines

All employees must be treated equally, i.e. are entitled to the same rights and opportunities at OX2, regardless of gender, age, ethnic or religious affiliation, sexual orientation or disability. This equality and diversity policy is part of the process of achieving such a workplace and the starting point is that diversity and equality must permeate OX2. Its goal is to gain competitive advantages by benefiting from a range of thought processes around gender, geographical origin, industry background and other diversity indicators.

Everyone has responsibility for OX2 living up to its policy. Each line manager, however, has special responsibility for the content of the policy and its enforcement. If the objective is to be attained, OX2 must work on specific measures in the following areas, (in no particular internal order): recruitment, working environment, salary and remuneration, parenthood and work, as well as ethnic and sexual harassment.

2.1 Recruitment

The main criterion for engagement for work at OX2 is skills. The one that best meets the requirements must be employed. For example, if a man and a woman have equivalent qualifications, and otherwise meet the requirements, the position must be filled by the under-represented gender.

Job advertising and recruitment must be carried out in a professional manner. This means that no discrimination on the basis of gender, ethnic and religious affiliation, sexual orientation, or disabilities may occur. This applies to both the selection of applicants and interviews as well as assessment of who gets the position.

2.2 Working environment

The physical and psycho-social working environment must be formed so that it is suitable for men and women, regardless of ethnic or religious affiliation, sexual orientation, age or disability. Gender and diversity must be taken into account in the composition of projects and working groups, planning of conferences and in other decision-making contexts.

2.3 Salaries and other remuneration

OX2's salary model must reward and encourage skills, good performance, commitment and initiative regardless of gender, ethnic or religious affiliation, age, sexual orientation or disability. This means that two employees that have reached the same results, have the same training, the same responsibility and the

same work experience in the same country must also be at the same income level.

2.4 Parenthood and work

All employees must be able to reconcile work and parenthood without harm to their opportunities in the workplace. OX2 must make active efforts to support employees who have children. Before an employee takes parental leave, he or she must agree with their manager about how the employee will be informed and updated about what is happening in the company. This is important in order to create a sense of participation and facilitate return to work.

2.5 Insulting discrimination

OX2 takes any form of harassment in the workplace very seriously and the existence of such behaviour is not acceptable - **zero tolerance**. No-one should be subjected to harassment, regardless of cause.

Harassment may include unwelcome physical, verbal or non-verbal conduct. Examples of sexual harassment include unwelcome advances, looks, proposals, groping, crude jokes, objectionable images, as well as offensive and generalised statements. Examples of ethnic harassment include, inter alia, xenophobic and insulting statements, generalisation of immigrants or ethnic groups.

A behaviour assumes the character of harassment if it continues despite the fact that the subject has made it clear that it has been understood as offensive. If the behaviour is overt it may, however, be offensive on only a single occasion.

OX2 must prevent the occurrence of insulting treatment and always investigate the circumstances of any suspected harassment that comes to OX2's attention. It is everyone's responsibility to be aware of these issues. OX2 shall take the measures that are necessary for the conclusion of harassment and managers have the ultimate responsibility to act in these matters. All issues of this nature must be processed quickly, confidentially and with respect for vulnerable persons.

If an individual employee is subjected to harassment, it is important that the person clearly expresses that the behaviour is not accepted. Most harassment ceases after it is pointed out. The person subject to harassment should inform their manager and/or HR about what has occurred for support and assistance. OX2's employees are encouraged to report deviations from OX2's code of ethics (the OX2 Code) to their manager or HR.

If neither of these options is possible, employees can take up the problem via a reporting tool - the whistleblower channel. The whistleblower channel is run by a third party, and OX2 employees can report problems in their own language (Swedish, Finnish and English) via the web portal

<https://report.whistleb.com/sv/OX2Group>

3. The present situation

3.1 Statistics

As of 30 September 2017, there were 110 employees, 30 % of whom were women. There are currently 22 managers at OX2, 27 % of whom are women. Managers are regarded as persons with personnel responsibilities.

The average age at OX2 is 40 for men and 37 for women.

Over the last two years, we have had 33 employees who have taken parental leave at different times.

In connection with the salary survey carried out in September 2017, it was confirmed that there is no systematic wage discrimination on the basis of gender or other equality perspective.

One deviation against the OX2's ethical principles have been reported up until this current analysis was compiled. Current procedures have been followed and the case has been closed. The most recent development discussions show no indication of any occurrence of harassment or discrimination.

4. Target

For gender equality and diversity issues to become an integral part of the company's daily activity there must be clear objectives that have been formulated for the work. It is also highly important that planned activities and objectives that are discussed are followed up.

- OX2 must be characterised by gender equality and diversity, it must be made clear that we are working with equality and diversity by, for example, having it as a main topic at one of OX2's group conferences or similar meetings at which all employees gather.
- Zero tolerance to insulting discrimination
- OX2 must make stringent efforts for the gender distribution at OX2 to be reflected in the gender distribution among managers