

# Equality and diversity policy

**Approved by**  
Corporate Management Team of Knowit AB

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At Knowit, we are convinced that different experiences and perspectives contribute to a welcoming workplace environment, and a broader understanding for our clients' needs. It is our conviction that an equal workplace that promotes diversity is more creative, effective, and nurturing. At Knowit, we consider diversity to refer to all the differences that make us unique. This includes age, gender, gender-fluid or non-binary gender identity, ethnic background, religion or other faiths, sexual orientation, and different ways of thinking and behaving.

At Knowit, we take equal opportunities for everyone seriously and always address and work to eliminate structural and cultural obstacles to equality and diversity. Knowit works continually to create an inclusive working climate, where everyone can grow and contribute with their full potential. One example is the group-wide equality and diversity work that is part of the continuous development of our organizational culture. Our ambition is that all leaders, personnel managers, and employees within Knowit will have the right tools and support for acting in an equal and inclusive manner in their everyday work.

We know that an inclusive climate is a prerequisite for achieving our vision of a humane and sustainable society through digitalization and innovation. Therefore, Knowit works actively to ensure that:

- Personnel managers are aware of the structures in society that tend to limit employees' possibilities and actively work to achieve an inclusive culture. To ensure this, training is regularly provided in this area.
- An equal gender distribution is achieved in our operations. We work to make sure that all open positions, for all kinds of jobs, reach and attract candidates, regardless of gender identity and background.
- Positions are filled primarily based on competence and an awareness of the structures in society that tend to discriminate against certain individuals. We regularly support recruitment managers in how to decrease the risk of unconscious bias and have implemented recommendations on how our recruitments should be performed.
- All employees have equal salaries and conditions for equal performance, when the work performed is identical or equivalent and has a comparable level of difficulty. We do this to ensure that no employee is subject to salary discrimination. This is done by analyzing the salary mapping performed annually, to uncover, remedy, and prevent unfounded salary differences between females and males.
- All employees are able to combine work and parenting. This means that we facilitate for parents by, for instance, offering them flexible work hours. Neither employees nor job applicants may be discriminated on grounds related to parental leave.
- All employees, regardless of gender, gender-fluid or non-binary identity, ethnic background, religion or other faith, disability, sexual orientation, or age are given equal opportunities and conditions. To ensure this, Knowit works actively to create a physical,

organizational, and social workplace environment that is suitable for all employees.

- Sexual harassment and discrimination are actively counteracted, in line with our zero tolerance. All cases of discrimination and harassment in the workplace that come to the employer's attention are investigated. Knowit has a plan of action and processes for managing discrimination, harassment and sexual harassment. Further, Knowit has trained contact persons in each of our locations to take responsibility for supporting both the person affected by discrimination and the managers in charge.
- Any deficiencies in our organizational culture are identified at an early stage, through follow-up of statistics, data, and employee surveys. This is an important part of our efforts for an inclusive culture and to minimize differences between different Knowit companies.

Each manager is responsible for ensuring that this policy is observed, by disseminating information, performing necessary changes, and regularly performing follow-ups. This equality and diversity policy applies to all Knowit companies and shall be made available to all employees.