

EQUAL OPPORTUNITY POLICY

INTRODUCTION

This Policy provides guidelines for equal opportunities in Lindab Group. The objective is to actively promote all aspects of working-life equality and to detect and remedy imbalance in working conditions due to gender, ethnicity, religion, disability, sexual orientation, age or other grounds stated in national applicable legislation.

SALARIES AND COMPETENCE DEVELOPMENT

Salary levels and other comparable benefits may not be influenced by grounds of discrimination. In connection with promotions and advancements, equal opportunities aspects are to be taken into consideration. Lindab shall create opportunities for competence development for all employees.

COMBINING WORK AND PERSONAL LIFE

Lindab encourages and supports all employees to successfully combine work with personal life both for those with family and without family. This will be attainable by creating possibilities for flexible working hours, working part-time and internal mobility. All employees shall have the same possibilities to combine work with personal life.

HARASSMENT

Lindab's workplaces must be free from violations of our employees' integrity. Harassment of any kind, including sexual harassment, is strictly forbidden and constitutes a violation of the integrity of the harassed employee(s) as well as Lindab's core values. In case of harassment, Lindab encourages that any incidents are duly reported immediately in the normal chain of command or, if not appropriate, through our whistleblowing system.

RECRUITMENT

Equal opportunities aspects are an integral part of Lindab's recruitment process. A diversity of applicants should be encouraged. The best qualified applicant for a position shall be offered employment.

This Policy has been adopted by the Board of Directors of
Lindab International AB (publ) on 14 December 2020

Revised by the Board of Directors of Lindab International AB (publ) December 15th 2021,
December 9th 2022, December 11th 2023, December 18th 2024.