

Diversity and Inclusion Policy

Introduction

Hydroscand Group is committed to fostering, cultivating, and preserving a culture of diversity, equality, and inclusion. Hydroscand aspires to become a more diverse and inclusive company to reflect all sections of society and our customers.

Hydroscand's commitment to diversity extends to all areas of our business, including recruitment, job assignment, compensation and benefits, talent development, skills enhancement, promotions, employee retention, flexible work arrangements, forms of leave available to employees, policies, and procedures, Board appointments, and succession planning.

Scope

Hydroscand Group believes that, with an organisation reflecting the world we operate in, we get the best opportunities for profitable growth and to sustainably fulfil our mission in the long term.

Therefore, we focus on diversity and highlight actions to further build an inclusive workplace and an inspiring and respectful business culture where everyone feels belongingness and can contribute fully.

To Hydroscand Group, diversity means that we employ and promote the existence of variations of different characteristics in a group of people. Discrimination grounds such as gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, and age are examples of such characteristics, but in principle, diversity relates to everything that constitutes a significant difference and makes a person unique in relation to their surroundings.

To Hydroscand Group, inclusion means that all employees feel and are, respected and valued, allowing them to reach their full potential while contributing to the success of the business.

Key focus areas

1. Engage and train all employees in diversity & inclusion.
2. Talent encouragement, recruitment, and promotion – Committed to run an inclusive recruitment process.
3. Respectful company culture
4. Inclusive behaviours – Equip leaders and employees to be inclusive in practice.
5. Empowering leadership by working systematically with performance management and trainings.
6. Zero tolerance towards harassment.
7. Diverse and inclusive communication.
8. Strengthen innovation and development of our products and services.
9. Community involvement - Collaborations and new initiatives to reduce exclusion in society.