

This policy has been adopted by Midsummer Board with the purpose of securing that Midsummer conducts its business in a trustful manner and in accordance with laws and principles for a listed company.

The Diversity & Inclusion Policy is a subordinate document to Midsummer Code of Conduct. The policy is revised yearly, or more often if needed. The owner of this policy is the CEO.

The operational responsibility for implementing this policy resides with all managers within their respective area of responsibility.

The Diversity & Inclusion Policy applies equally to all team members, regardless of permanent or temporary employment.

All employees must have equal rights, opportunities and obligations irrespective of gender, ethnicity, religion or other belief, sexual orientation or disability.

The gender equality and diversity work at Midsummer AB aims to create a tolerant work environment free from discrimination, offensive behavior and harassment.

To achieve this;

- the work environment within the company must be free from abusive special treatment regardless of gender, ethnicity, religion or other belief, sexual orientation or disability. In cases where discrimination or harassment occurs, the CEO of the company should normally act promptly
- gender equality and diversity perspectives are integrated into all activities at the company. Everyone who is active in the company must be informed about the rights and obligations that prevail based on applicable legislation
- all employees within the company have equal opportunities and rights to competence development regardless of gender, ethnicity, religion or other belief, sexual orientation, or disability
- when recruiting staff equality at all levels is promoted. Increased diversity should also be sought in the company's recruitment work
- equal pay for equal work prevailing within the company
- the company is an attractive workplace where women and men can equally reconcile work with parenting



Employees who consider that they have been subjected to any form of discrimination, harassment or bullying have the right to raise the matter by attending to this with their immediate superior or manager's manager. All necessary contact details, as well as information about how to report anonymously goes through Midsummers whistleblower function.

All discrimination cases must be taken very seriously and handled promptly and confidentially.