

Date: Wednesday, January 07, 2015

Introduction

Powerbox employment and other working conditions shall not depend on gender or origin.

It is in the interest of Powerbox to promote diversity and make use of employees of different experiences and skills. Powerbox will actively prevent any discrimination to ensure equal rights and value.

It is important for Powerbox to show great responsibility for equality issues. This means that the Powerbox is seen as an attractive and secure employer giving good confidence in our business from employees, customers and the public.

Legislation

The responsibility to work for gender equality in the workplace is defined in the Equality Act - Equal Opportunities Act 1991:433. § 17 of the Equal Opportunities Act forbids employers to discriminate in employment and to allow discrimination in pay.

Finish

We have the following goals for our equality work:

- Language, images etc in information materials will be designed to promote equality,
- Sexual harassment is not acceptable,
- Employees acting within their employment have the same rights, opportunities and obligations,
- We work for equal pay, for equal work, regardless gender or identity (in the context of individual salaries)
- Men and women should have equal opportunities to combine work and family.

Action

Powerbox will give everyone the opportunity for involvement and participation in its activities regardless of gender by creating and maintaining the conditions for dialogue and information dissemination.

Powerbox equality policy will be presented to all new employees.

Action plan on harassment

- Speak out to the harasser. Report to management either verbally or in writing.
- Note the incident, the memos with date, time, location, possible witnesses

If none of the above improves the situation to management contacted. Management is required to take immediate action towards the harasser. Escalation may include Personal warnings, relocation, and if this is not rectifying the situation, a termination of the employment is the last action.

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POWERBOX
Equality Policy

POWERBOX INTERNATIONAL AB



Martin Sjöstrand
CEO