



TECHNIA EQUALITY POLICY

EXPERIENCE MATTERS

TECHNIA
ADDNODE GROUP




The goal with TECHNIA's equality work is to create a balance between male and female so that their competence, experience, and values strengthens our competitiveness.

*- Magnus Falkman,
CEO, TECHNIA*





Purpose & Scope

TECHNIA's equality policy describes the work and responsibility within the organization in order to secure that all employees have equal work and development possibilities regardless of gender.

Goals

All activities within TECHNIA shall be based on equal values, openness, and high quality. All employees must be aware of and understand the equality work and we will work actively with the actions identified in the equality plan.

Policy

TECHNIA shall work actively on our internal equality work by:

- ✓ Treating all employees equal regardless of gender
- ✓ Strive for equal working conditions for men and women
- ✓ Ensure that men and women with equal performance at the same position and role have equal salary and employment conditions
- ✓ Ensure that men and women have equal opportunities for competence development and career
- ✓ Ensure all vacancies are offered equally to both men and women
- ✓ Attempt to ensure that proper adjustments are made to recruit and compensate underrepresented genders at all positions

Equality Plan

The plan describes the preventive actions related to the equality work at TECHNIA.

1. The possibility for men and women to combine work and parenthood.
2. Actions to prevent and stop sexual harassments or harassments based on gender.
3. Recruiting and internal competence development to create an equal mix between genders within the organization for all positions.
4. Salary mapping, analysis and action plans for equal salaries.

TECHNIA is ISO 9001:2015, ISO 14001:2015 and ISO 27001:2013 certified.



The TECHNIA Equality Policy
is a part of the
TECHNIA Management System