

Equality and diversity policy

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Bong is committed to promoting equality and diversity and encouraging a culture that actively values difference. Bong is convinced that individuals from different backgrounds and experiences are crucial for creating a climate that can bring valuable insights and understandings to the work environment. Diversity in working life is about highlighting and utilizing human resources. All competences and skills should be valued, respected and built upon. Our ambition is that the workforce shall reflect the diversity amongst our customers and the markets where we operate.

Diversity can be described as celebrating differences and valuing that each and every individual, within their own visible and non-visible differences, abilities, qualifications and life experiences is part of the collective diversity. Regardless of gender, age, sexual orientation, gender identity or gender expression, religion or belief, cultural or ethnic background, union representation, political views or physical disability, each individual shall have an equal right to be respected for their contributions and an equal access to possibilities and career opportunities. Bong supports a diverse workforce at all levels and it is our belief that creating a work environment that enables us to attract, retain and fully engage diverse talent leads to enhanced innovation and creativity in our products.

Consequently, Bong will strive to

- **Increase diversity**
The goal is to increase diversity, both in the recruitment process and in the existing organization.
- **Prevent discrimination and harassment**
Both job applicants and employees are to be treated fairly in an environment, which is free from any form of discrimination and harassments.
- **Equality and gender-responsive policies, practices and procedures**
All policies, practices and procedures shall be equality and gender-responsive and apply impartially and objectively, including giving all employees equal terms and wages for work that is to be considered as equal or equivalent. Other working conditions, development opportunities, benefits and additional employment terms are designed with the aim of providing equal opportunities.
- **Facilitate a satisfactory work-life balance**
Bong is committed to helping its employees to fulfil their potential at work whilst finding the right work-life balance. Regardless of gender, all employees must have equal conditions to combine work, private life, parenting and caring responsibilities.

Gender equality and diversity impacts all employees and are promoted at all levels of Bong. All employees shall be treated equally, fairly and with respect, irrespective of gender, age, sexual orientation, gender identity, gender expression, religion or belief, cultural or ethnic background, union representation, political views or physical disability. Employees on all levels have a responsibility to guard against any form of discrimination and act equally in their work, both in terms of attitude and in relation to colleagues, customers and partners. The board and managers at all levels are ultimately responsible for the overall compliance with the equality and diversity policy and shall actively ensure that equality and diversity measures are being taken. Their leadership and day-to-day management shall create conditions for compliance with the policy and draw attention to, promote and value gender equality and diversity as well as encourage independent opinions and critical questioning in order to monitor, develop and constantly improve Bong's equality and diversity related efforts in their respective areas of responsibility.