



Diversity, Equity, and Inclusion policy



Revision history

Revision index	Description	Date	Issued by	Approved by
0	First issue	2021-02-18	Head of People/CCO	OX2 Group AB
1	Updated	2023-12-10	Head of People/CCO	OX2 Group AB

OX2 Diversity, Equity, and Inclusion policy

1 Policy statement

1.1 General

We strive to create and provide a work environment where everyone feels that they can contribute fully and be proud of working for OX2. We are committed to attracting and developing a diverse workforce and to providing inclusive workplaces where everyone, regardless of gender identity or expression, race, ethnicity, sexual orientation or other diversity strands and backgrounds, feel a sense of belonging.

An inclusive and equitable workplace allows OX2 to attract and retain a diverse talent pool that is essential for creating and delivering outstanding projects and performance. In addition, a diverse workforce and an inclusive and equitable workplace is a necessity to enable innovation and to drive continuous improvements and ensure better decision making to achieve OX2's overall business objectives and strategy. This policy is part of the process of achieving such a workplace and the starting point is that diversity, equity, and inclusion are foundational and imperative for OX2 to be successful.

This policy is underpinned by our corporate values Responsible Ambition, Collaborative Impact and Evolving Together.

1.2 Equal treatment and opportunities

All employees shall be treated equally and have equal access to opportunities, resources, and rights at OX2, regardless of gender identity or expression, race, ethnicity, sexual orientation or other diversity strands and backgrounds.

Equal treatment and opportunities apply to all aspects of the employment relationship, including training, promotion and all other terms and conditions of employment.

1.3 Zero tolerance

As stated in our Code of Conduct, we do not tolerate any form of disrespectful behavior, bullying, discrimination, harassment, or unwanted sexual advances

1.4 Accountability

This policy applies to all employees at OX2, regardless of employment form. The leadership team and all people leaders are responsible for ensuring that this policy is implemented throughout the company.

2 Definitions

Diversity

A term that describes differences within a smaller/larger group of people (a team/an organization/a community). It can refer to demographic differences within a group – such as gender identity or expression, age, sexual orientation, religion, race, ethnicity, nationality, etc. – as well as personal characteristics – such as professional experience, seniority, medical conditions, or parental status, etc.

Equality

Refers to the principle of treating everyone the same, without discrimination or favoritism. It focuses on ensuring that everyone has equal access to opportunities, resources, and rights. The idea behind equality is to create a level playing field where individuals are given equal chances to succeed. It assumes that everyone starts from the same position and requires the same support to achieve equal outcomes.

Equity

Acknowledges that individuals have different starting points, advantages, and barriers. It recognizes that equal treatment may not always lead to fair outcomes due to existing disparities. Equity emphasizes the need to address these differences by allocating resources, opportunities, and support based on individual needs. The goal of equity is to achieve fairness by providing specific interventions or accommodations to overcome systemic disadvantages and promote equal outcomes.

Inclusion

A concept that describes the culture/mindset that releases the business benefits that come with a diverse organization. Process of including all stakeholders in an organization (primarily employees but also wider workforce, subcontractors, customers, partners, and members of the communities in which we operate). Inclusion goes beyond ensuring that people do not treat each other poorly or with prejudice. Full inclusion means scrutinizing and revising team and business practices to ensure openness, fairness, trust, and respect and that everyone feels a sense of belonging.

3 References

Code of Conduct

[Instructions Relating to Victimization and Harassment](#)

OX2 Values

Other policies

Code of conduct

Environmental policy

Whistleblowing policy

Policy against corruption

Health and safety policy

Crisis management policy

