

Diversity and Inclusion policy

TP2B THE
PLACE
TO BE

Our mission is to be The Place to Be for employees, customers and partners. Therefore, diversity and inclusion are important to us. At Atea, we value that all people are unique and are to be respected for their individual strengths.

Our mission is to be **The Place to Be** for employees, customers and partners. Therefore, diversity and inclusion are important to us. At Atea, we value that all people are unique and are to be respected for their individual strengths. For this reason, we strive to attract a diverse workforce and create an inclusive work environment which allows everyone to contribute. The Diversity & Inclusion policy sets the guidelines and principles on how Atea will enhance Diversity and Inclusion throughout our organisation, always with our values as guiding stars.

Definition of Diversity and Inclusion

Diversity at Atea means that we embrace and encourage our employees' differences. This includes both visible and invisible differences such as gender, transgender identity or expression, religion, national or ethnic origin, cultural background, social affiliation, disability, sexual orientation, marital status or age, and other characteristics that make our employees unique.

Inclusion at Atea means that differences are welcomed and appreciated. Everyone at Atea should feel a sense of value for their authentic selves and perspectives as well as a sense of belonging.

By embracing diversity and acting inclusive, we open Atea to new ways of thinking, new skills, and new opportunities. It is a significant part of not only our culture, but our reputation and company's achievement as well.

Responsibility

Inclusion at Atea is a shared responsibility for managers and employees. All employees have a responsibility to follow the Diversity & Inclusion policy and act inclusive with colleagues and customers to contribute to the development of Atea.

The policy applies in all situations related to work. For example, at conferences, working trips, social events, at work (both at the office, customers office and from home), phone, email, and customer contact.

Our principles of Diversity and Inclusion

Our vision is to be a diverse Atea with equal opportunities and a culture where we include and appreciate different experiences, competences, and perspectives. Diversity and Inclusion will make us best equipped to serve our customers. As one of the largest suppliers of IT-infrastructure in the Nordic countries we can make a strong impact for diversity and inclusion both within Atea, as well as with our customers. Therefore, with our values as base:

- We embrace and encourage diversity. We believe that a diverse workforce can enhance better teamwork, innovation, decision, and result.
- We encourage and enforce inclusion at Atea. Everyone should feel appreciated for their authentic selves, be treated fair and have equal opportunity.
- We are passionate to serve our diverse customers needs and aspiration.
- We recruit without discrimination and the minimizing of biases.

- We commit to constantly improve and learn more about diversity and inclusion. We acknowledge that this is an ongoing process and that we always can do better and learn more.

We embrace and encourage our employees' differences —but are not limited— to these grounds of discrimination:

Gender equality

Atea has a target to even out the gender balance in professionals that are dominated by a certain gender. Striving for an equal gender representation gives us benefits to recruit and retain a diverse workforce and to reach new results.

Disability and accessibility

Disability is physical and/or cognitive challenges. Atea aim to strengthen our knowledge and initiative to remove hindrances and become accessible for all employees and customers.

LGTBQ+ inclusion

Everyone at Atea should be able to bring their authentic self to work and feel appreciated. We want to secure a safe place for everyone regarding sexual orientation, gender identity or expression.

(LGBTQ stands for Lesbian, Gay, Trans, Bisexual, Queer).

Inclusion for national or ethnic origin, cultural background

Due to different national legislation, we do not record employees' different nationalities, ethnic or cultural background. We embrace and believe that a diverse background is vital for new ways of thinking, making decisions and leveraging results.

Age diversity

We know that age diversity gives different perspectives important to Atea. Everyone at Atea should feel appreciated and a sense of belonging at all ages.

Religion or other beliefs

We want everyone at Atea to feel safe to be their authentic selves regarding religion or other beliefs. With regards to clients and business operation, we strive to adapt leave to each employees' beliefs and religious holiday.

Other characteristics that make Atea employee unique

We want everyone at Atea to be able to bring their authentic selves and unique perspectives to work. Everyone should feel valued for their way of thinking, experience, and knowledge. Therefore, we encourage and enforce:

- To always show respect for one another and individual characteristics, including strengths and weaknesses.
- To actively seek new or other perspectives from colleagues to enhance results
- To encourage and invite your colleagues to speak up in meetings to express new perspectives.

- To show trust and act trustingly towards your colleagues.
- To include your fellow colleagues in social activities.

With respect for the operation of Atea and our customers' needs we promotes a work/life balance through flexible work schedules to accommodate employees' varying needs. Managers shall have a positive attitude to parental leave for both men and women.

Equal pay

Salary is set by role, performance, competences and skills to avoid biases, unfair salary settings and to get equal pay for equal work.

Discrimination and Harassment complaints

Atea encourages reporting of all perceived incidents of discrimination or harassment. Atea will investigate such reports promptly and thoroughly. Atea responsibility and ways of reporting complaints can be find in the Anti-Discrimination & Harassment policy.