

Date: Friday, September 24, 2021

Introduction

Powerbox employment and other working conditions shall not depend on race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin or other status.

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 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.

Actions

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

Harassment

Action plan on harassment

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

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.

POWERBOX INTERNATIONAL AB



Tatsuo Yamamoto
CEO