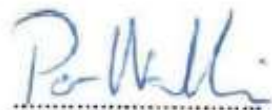


Workplace environment policy

Approved by



Per Wallentin, CEO Knowit Group

Date
2021.04.12

Knowit is a consultancy firm that offers hands-on client benefits and high-quality services to the market. Our operations are based on the knowledge and approach of our employees, which requires that we have a workplace environment based on an inclusive culture, respect for our differences and the value of multiple perspectives, and psychological security, and that stimulates and supports our employees, so they can feel at ease, grow, and perform, both as individuals and as a team.

No Knowit employee should be affected by physical or psychological ill health or injury as a result of their work. If this were to happen anyway, Knowit as an employer has a readiness to manage the situation and help the affected person.

Based on our risk assessment, local workplace environment regulations and the standard ISO 45001, we perform systematic preventive work and focus our workplace environment efforts on:

- Preventing unhealthy workloads by striving to ensure a balance between demands and resources at work.
- Preventing deficiencies in the physical workplace environment, for instance as regards ergonomics, lighting, and ventilation.
- Acting in line with our zero tolerance for discrimination, bullying, and sexual harassment.
- Creating an inclusive culture.

Within Knowit, a good workplace environment is characterized by the following:

- Well-known goals and strategies for the operations.
- Clear and inclusive leadership with responsibilities and authority defined at all levels.
- Managers and work leaders have/are provided with relevant knowledge, competence, resources, and authority to work for a stimulating and sustainable workplace environment.
- Each employee is met and treated with respect, based on their own circumstances, regardless of age, gender, gender-fluid or non-binary gender identity, ethnic background, physical conditions, religion or other faith, sexual orientation, and different ways of thinking and behaving.
- Employees' suggestions, opinions, and needs are highlighted in the development of our workplace environment.
- All employees are offered health check-ups and have access to corporate healthcare.

- All Knowit offices are non-smoking.
- Decisions related to the operations are always made with the good workplace environment taken into account.
- The workplace and work conditions are, in so far as possible, adapted to each individual's circumstances.
- Workplace environment aspects are taken into account in projects, whether they are performed in our clients' offices, in Knowit's own offices, or at a distance.
- Any signs of risks, ill health, or other deviations in workplace environment are managed urgently, in line with Knowit's policies and action plans regarding rehabilitation, discrimination/harassment and crisis support, and equality.

The goals of Knowit's workplace environment efforts are set within the framework of Knowit's sustainability efforts.

The workplace environment shall, in addition to at very least fulfilling the legal requirements for workplace environment applicable to our operations, also be in line with Knowit's fundamental values – our value foundation. For more information on this, see the Knowit Group Code of Conduct.