



**Suzuki  
Garphyttan**

# **Non-Discrimination Policy**



# Non-Discrimination Policy for Suzuki Garphyttan Group

Suzuki Garphyttan is an equal opportunity employer. We strive for diversity and equality at the workplace and do not accept any form of discrimination, harassment, sexual harassment, victimization or bullying.

Suzuki Garphyttan is a creative and stimulating workplace where all employees treat each other with respect and do well.

The following concepts are covered by this policy:

- Discrimination
- Equality (i.e., sexual or gender discrimination)
- Diversity
- Harassment
- Sexual harassment
- Victimization
- Bullying

Discrimination means that no job applicant or employee should be disadvantaged based on race, colour, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age, disability, or genetic information.

Sexual or gender discrimination at work occurs whenever an individual is treated differently on account of their gender and may affect anything from hiring decisions to promotions.

Diversity refers to an unbiased work environment for all employees. All people are of equal value regardless of gender, ethnicity, national origin, age, religion, or any other legally protected characteristics will not be tolerated.

Sexual harassment is behaviour of a sexual nature that is unwelcome and offensive to the person or persons it is targeted towards.

Victimized in this sense refers to when someone's actions are being perceived as offensive by the person or persons exposed to them.

Bullying means repeated negative actions over a period of time, directed at individuals or a group, and where there is an imbalance of power between perpetrator and victim. These actions will most likely lead to the victim being placed outside the social community.

Any violation of this policy is to be considered as serious matter and should be reported to the supervisor or HR department immediately who are obliged to investigate.