

IB Invest – Diversity Policy

Version 1

Adopted by the Board of Directors of IB Invest on 2021-06-15

Introduction

IB Invest is committed to being a fair and attractive business partner providing equal opportunities and never tolerating discrimination or harassment.

Discrimination is defined by law and in this document is defined as unfair treatment of a person because of that person's sex, gender identity or expression, national or ethnic origin, religion or belief, disability, sexual orientation, or age.

Harassment is defined by law and in this document is defined as behaviour that violates a person's integrity, particularly in conjunction with one of the categories that defines discrimination.

Our principles

Investment decisions shall be based on thorough evaluation where factors such as market potential, risk, team, board- and management experience and network are considered. It is crucial to understand that factors such as, but not limited to, diversity in experience, background, gender, age, and education play an important role in the potential of a company. Therefore, advice is gathered from a diverse set of advisors and the portfolio companies' employee, management and board composition is evaluated in terms of diversity.

Every employee, business partner, advisor, or consultant of IB Invest shall be treated fairly and equally without considering the persons race, colour, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, or any other characteristic protected by law. This includes fair remuneration based on clearly defined criteria: result, skill, interest and capacity in the role, capacity to work independently, capacity to work in group, initiative, capacity to establish and maintain professional networks, capacity to communicate and represent IB Invest and capacity to contribute to an orderly and stimulating working climate. IB Invest is committed to monitoring remuneration for different groups and eliminating unjust structural inequalities that are discovered.

IB Invest will always respect Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work. This includes support and respect for the long tradition of agreements between trade unions and employer organisations in IB Invest's markets.

Practices

All employee, business partner, advisor, and consultant must read, understand, and comply with IB Invest's Code of Conduct.

IB Invest encourages fair working conditions in all portfolio companies. This includes respect for freedom of association and union agreements such as minimum wages, maximum working hours, retirement fund, vacation, and support for dependent care.