

Diversity, Equity & Inclusion POLICY

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DEI policy

1 Introduction

1.1 *Introduction* - This information policy (the "**Policy**") applies to Ready International AB ("**Ready**" or "**Company**") and its subsidiaries, the "**Group**" as applicable. When using "**Ready**" in this policy, this should be read as any company in the Group or the Group as a whole.

1.2 *Purpose* - The purpose of the Policy is to work actively with DEI considerations in all parts of its business. We are committed to building a diverse, equitable, and inclusive workplace where all employees, regardless of their ethnicity, religion, gender, age etc, can contribute with their unique perspectives, experiences and knowledge to build a strong and thriving workforce - essential to our success. This DEI policy forms the basis for the company's DEI work with the following objectives:

1.2.1 Educate all employees about DEI, its importance and what it means for our organisation.

1.2.2 Implement initiatives that promote DEI within Ready and are connected to the wider business objectives.

1.2.3 Create a unified effort across the entire organisation, both internally and externally.

1.3 *Responsibility for Approval* - The senior leadership team ("**SLT**") is responsible for adopting, evaluating and reviewing this Policy. This Policy should be reviewed annually, or if any amendments are required.

1.4 *Policy Owner* - The Chief People Officer of Ready ("**CPO**") is the person responsible for the content of this Policy (the "**Policy Owner**"). This Policy is reviewed on an annual basis in order to ensure compliance with internal and external requirements. It can also be reviewed due to changes in regulatory requirements.

1.5 *Monitoring* - The CPO is responsible for communicating the content of this Policy and ensuring Ready's adherence to this Policy.

1.6 This document complements the Ready Code of Conduct (the "**Code**")...

1.6.1 Diversity and Equal opportunity

Our differences are what make us great as a whole. Ready hires and treats its employees in a manner that does not discriminate based on gender, nationality, religion, race, age, disability, sexual orientation, political opinion, union membership, or social or ethnic origin. Ready has a culture of equal opportunities and diversity where appointments to job positions, rewards and personal success are determined

based solely upon individual ability and performance. Ready does not tolerate discrimination in any form.

... and the Ready Work Environment policy:

1.6.2 **Active Measures against Discrimination**

As an employer, we take active measures to prevent discrimination on all grounds covered by the Discrimination Act: gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. This includes conducting a risk assessment twice a year, regarding discrimination, and reporting any risks or obstacles to the Work Environment Committee.

2 Diversity and representation

- 2.1 We believe that DEI has a positive impact on Ready's productivity and profitability. We are dedicated to actively seeking diversity in our workforce and ensuring equal opportunities for all. Our hiring practices cultivate a diverse workforce with different abilities, genders, ethnicities, cultural backgrounds, ages and skills. We aim to create an organisation that reflects the global communities we serve.
- 2.2 Currently Ready measures diverse recruitment by gender equality, which is also reported in Ready's annual sustainability report.
- 2.3 Action items supporting diversity initiatives in recruiting include structured recruitment process and competency based interviews. In the recruitment process there are three stakeholders involved in and managers receive unconscious bias training.

3 Equal opportunities

- 3.1 At Ready, all employees are treated fairly and with respect. We are committed to providing equal opportunities for career growth, skill development, and advancement. Discrimination, harassment, and bias will not be tolerated.
- 3.2 An overview of Ready's procedures regarding performance and professional development is found in the Employee Handbook. Every Ready manager is responsible for ensuring that the professional growth of any employee is not hindered due to unequal opportunities. The process is scheduled twice per year and is initiated by the Chief People Officer.
- 3.3 An annual payroll mapping is conducted to ensure equal pay. This mapping gives indications on unequal pay within the company. Salaries are reviewed yearly and any unexplainable differences are addressed with a plan and increased accordingly in the salary review.

4 Inclusive work culture

- 4.1 Our company values open dialogue and encourages all employees to voice their ideas, opinions, and concerns without fear of retribution. We believe in a work environment in which no employee is excluded, marginalised, treated unfairly, or prevented from accessing any resources, responsibilities, opportunities or employment benefits.
- 4.2 All leaders will receive DEI training regularly to ensure a supportive and inclusive work environment. A DEI committee has been established and a DEI focused internal survey will be conducted.

5 Responsibilities

- 5.1 Ready's CPO is ultimately responsible for the DEI work.

- 5.2 The DEI Committee at Ready acts as a steering group that is responsible for setting goals and following up the results.

6 DEI action plan

- 6.1 Ready's DEI Committee, composed of employees from various teams at the company, prepares proposals for how Ready can work to boost DEI in accordance with the DEI policy. The committee also follows up initiatives and reports the results to the Senior Leadership Team.
- 6.2 All employees are responsible for reading and understanding the content of this policy and for contributing to the DEI objectives being translated into action.