

Diversity and equality

ABB Power Grids Sweden



ABB Power Grids believes that people with different experiences and perspectives are a key factor in creating the innovative climate required for long-term business success. As a global company, we know that our success is dependent on the diversity and know-how of our employees.

By diversity, ABB Power Grids means the differences that make every one of us unique. This includes visible differences such as age, gender, ethnicity and physical abilities plus underlying differences such as religion, beliefs, ways of thinking and acting. Within ABB Power Grids, we should treat all people with respect and dignity in accordance with our business principles.

At ABB Power Grids we are therefore firmly determined to:

- Actively strive to ensure both the physical and psychosocial workplace is suitable for all employees. By this we mean that we seek to ensure that every employee, regardless of gender, ethnicity, religion or other beliefs, is given equal opportunities/conditions with regard to working hours, conveniences, use of language, heavy/fine motor skill work tasks.
- Support all employees in combining work and parenting. By this we mean support for parents by e.g. agreeing to working flexible hours and organizing meetings during normal working hours.
- Prevent and avoid harassment. By this we mean combating actions with regard to unwelcome behavior and that can be perceived as offensive to the integrity of the employee.
- Investigate all cases of discrimination and harassment in the workplace and take appropriate actions.

- Give all employees opportunities for development and training: By this we mean that all employees, regardless of gender, ethnicity, religion or other beliefs, are to be given equal opportunities for development within the parameters of their skill sets, wishes and abilities.
- Actively strive for a more equal gender representation within our businesses. By this we mean achieving a more equal representation of women and men in different types of work and positions and to always ensure all vacancies, as far possible, are applied by and offered to both women and men.
- Give all employees equal pay and conditions for equal performance when the work being done is the same or equivalent and has a comparable degree of difficulty. By this we intend to ensure that no employee suffers pay discrimination.

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Jenny Larsson
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