



GARO GROUP

Integrity and Inclusion Policy

GARO Group AB and its affiliates (or the "Company") (Corp. Reg No. 556051-7772)

Originally adopted October 18, 2024.

Issued by Andreas Olsson, Sustainability Manager

Approved by Joseph Ree, CEO GARO Group



1. GARO GROUP INTEGRITY AND INCLUSION POLICY

All employment decisions at GARO Group are based on business needs, job requirements, qualifications, and performance. Discrimination, harassment, or unfair treatment is not accepted.

2. COMMITMENT TO DIVERSITY AND INCLUSION

Integrity and inclusion stand as foundational pillars within GARO Group. We recognize and celebrate the unique characteristics, experiences, and perspectives that every individual brings to our organization. Embracing this diversity enriches our workplace culture, fosters innovation, and fuels our collective success. We are resolute in our stance against discrimination, ensuring that our recruitment, employment, and promotion practices are based solely on merit, competence, and qualifications.

3. INCLUSIVE PRACTICES AND COMPLIANCE

In alignment with our values, GARO Group pledges to:

- Conduct recruitment processes without prejudice or bias, emphasizing equal opportunities for all candidates.
- Base hiring decisions solely on professional qualifications, competencies and relevant experience.
- Guarantee equitable pay, benefits, and opportunities for career advancement to all employees without discrimination.
- Provide reasonable accommodations to enable the full participation of employees with disabilities.
- Establish clear and accessible channels for reporting incidents of discrimination or harassment within the workplace.
- Offer comprehensive diversity training to all employees, overseen and updated by our Human Resources department.

4. POLICY COMPLIANCE AND REVIEW

This document will undergo an annual review conducted by the Sustainability Committee, ensuring its alignment with our sustainability initiatives, evolving regulations, and best practices.

5. VIOLATION PROTOCOL

Adherence to this policy is mandatory. Any violation will be taken seriously and addressed promptly by your leader and the HR department. Serious or repeated violations may result in termination of employment with the company.

6. CONTACT INFORMATION

For any questions or comments regarding this policy or GARO Group's sustainability efforts, please reach out to our Sustainability Manager, Andreas Olsson, at andreas.olsson@garo.se or call +46 370 332 800.