



Elmos ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Anti-discrimination
Coverage:	Elmos Group
Supported UN SDGs:	    
Addressed GRI standards:	406

Elmos' ambition is to offer all employees around the world a working environment that is free from any form of discrimination and disadvantage.

We do not tolerate any employees, business partners, or third parties being discriminated against, bullied, or offended. We respect the dignity, privacy, and right of personality of every single individual.

No one should be disadvantaged, attacked, harassed, or ostracized due to their gender, skin color, ethnic or social background, nationality, religion, worldview, political views, disability, age, marital status, or sexual identity or orientation. Elmos has a zero-tolerance policy towards sexual and non-sexual harassment, physical punishment or coercion.

We have anchored these principles in our Code of Conduct for Employees and in our Code of Conduct for Suppliers and Business Partners. We encourage our employees to be there for one another and for third parties and to confront any form of discrimination. As a matter of course, Elmos complies with all laws and regulations concerning the topic of anti-discrimination throughout the Group. We are guided by international standards and principles such as the United Nations Declaration of Human Rights and the fundamental principles of the International Labour Organization (ILO).

Contact persons for anti-discrimination issues are, among others, our representatives for bullying and sexual harassment. In addition, the whistleblower system is available company-wide at Elmos for anonymous reports of violations.

Accompanying documents	Code of Conduct for Employees
	Code of Conduct for Suppliers and Business Partners