



Elmos ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Diversity and equal opportunities
Coverage:	Elmos Group
Supported UN SDGs:	

Addressed GRI standards: 401, 402, 405

Elmos prizes diversity equal opportunities, and promotes a culture of appreciation, equality, and mutual respect.

We focus on suitability, motivation, and expertise when it comes to selecting job applicants. We do not give preference to or disadvantage anyone on the basis of their gender, skin color, ethnic or social background, nationality, religion, worldview, political views, disability, age, marital status, or sexual identity or orientation.

Employees of all genders are treated equally at our company as a matter of principle. There are no known differences between their wages or salaries that could be attributed to gender alone. All of our employees are promoted on the basis of their qualifications and abilities and irrespective of their gender. As a matter of course, Elmos complies with all laws and regulations concerning the topics of diversity and equal opportunities throughout the Group. This is ensured by various people, in particular our Inclusion Officer and the Representative for Severely Disabled Persons.

ESG KPIs	Share of female employees
Accompanying documents	Code of Conduct for Employees Code of Conduct for Suppliers and Business Partners
Additional documents	Annual Report: Equality and equal pay report