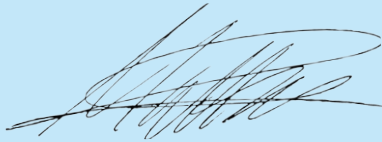


POLICY AGAINST HARASSMENT AND VICTIMISATION

Bravida takes a zero-tolerance approach to harassment and victimisation. Bravida must be a workplace that is free from harassment and victimisation, where all employees are treated with respect, regardless of their gender, transgender identity or expression, ethnicity, religion or other belief, impairment, sexual orientation or age.

- At Bravida, offensive pictures, degrading attitudes or disparaging language are not permitted.
- Nor will harassment or retaliation be tolerated against an employee who has reported or complained about discrimination, harassment, victimisation or deficiencies in efforts related to this.
- Upon suspicion of discrimination, harassment, sexual harassment or victimisation, it is important that this is taken seriously and immediately stopped. If the company is made aware that a violation may have occurred, it must be promptly investigated. It is very important that the investigation is conducted with consideration to the victim and other individuals involved. Bravida's action and corrective measures plan to prevent and eliminate harassment and victimisation must be adhered to.

Bravida 2015-06-17



Mattias Johansson
President and CEO

This policy is in line with Bravida's other policies, its code of conduct and its values.

