

<b>Category</b> Work Environment		<b>Subject</b> Equality & Diversity		<b>Title</b> Equality & Diversity Policy	
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## Equality & Diversity Policy

As a maintenance and repair organization within the aviation industry, with operations in several countries, employees from all over the world and a clientele representing several different nationalities, we know that our success depends on the diversity and competence of our employees. Diversity for us includes, but is not limited to, differences in age, gender, sexual orientation, ethnic affiliation, nationalities, religion as well as differences in physical conditions and ways of thinking and acting. At Nordic MRO, everyone should be treated with respect, humanity, and dignity. We strive to be an attractive and innovative workplace.

We are committed to:

- Create a workplace with working methods and conditions that are arranged so that they are suitable for all employees.
- Prevent discrimination and harassment.
- Investigate all cases of discrimination and harassment in the workplace and take appropriate measures to prevent such events from happening in the future.
- Give all employees opportunities for development and education. All employees, regardless of age, gender, sexual orientation, ethnic affiliation, religion, or physical conditions, must be given equal opportunities for development in the context of their knowledge, will and ability.
- Minimize the impact of unconscious bias in the recruitment process.
- Offer all employees equal pay and conditions on equal grounds.
- Provide the necessary equality and diversity training and counseling including leadership training for the managers.