



Diversity and Inclusion Policy

Approved by the Board on 13 August 2022

Overview

Flomak provides safety & healthcare products, where millions of healthcare professionals and patients rely on us; performance apparel to international brands, print solutions and materials to world-leading brands, as well as industrial chemicals for textile and wood processing industries.

At Flomak we believe that only with a diverse workforce and with the commitment, energy and cooperative spirit of them we can realise our production. Flomak is committed to attracting and retaining employees from diverse backgrounds and fostering an inclusive, supportive environment.

Flomak's commitment to diversity extends to all areas of our business including recruitment, training, job assignment, compensation and benefits, talent development, promotions, employee retention.

We respect the value and unique perspectives of all our employees regardless of age, gender, nationality, race, religious beliefs, disability, sexual orientation or political beliefs.

Non-discrimination is a basic human right with social and economic consequences. Equality fosters opportunity, harnesses human talent, and boosts social cohesion.

Building Gender Equality

Gender equality is a cross-cutting policy driver for all ILO policy outcomes. The ILO implements and analyses interventions to ensure that women benefit equally from development efforts.

We are committed to reaching a true gender equality. We have more than 50 % of women in our blue-collar workforce. We are also working on:

- achieving equal pay for work of equal value,
- preventing and eliminating violence and harassment in the world of work,
- creating a harmonious work-life balance for both women and men,
- promoting women's equal representation in leadership and in production in the world of work,
- investing in a future of work that works for women.

Equal Opportunity

We promote diversity and inclusion in the workplace.

In order to break down all the potential barriers at work processes we have trained our management to provide everyone in the company with

- Equal opportunity of promotion and training
- No discrimination in recruitment and termination of employment

Policy Objectives

- Increase representation of women workforce in the management by 40 %
- Maintain more than 50 % representation of women in the blue-collar workforce.
- Audit our workplace once a year to evaluate the diversity and inclusion
- Encourage, support and train women to work in managerial roles or as supervisors.

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