



AQ GROUP AQ ELECTRIC AD

Policies

Quality policy

- Through our Core Values and commitment to total quality, we carry out continuous improvements to meet our customers' demands and expectations.
- All work we carry out will be proof of our competence and a recommendation for future business.
- All employees are responsible for quality.

Environmental policy

- Business shall be carried out so that natural resources are conserved and the environment is protected.
- We shall follow regulations and legal requirements, continuously work with improvements to reduce or prevent our environmental impact – from design to delivery.
- All employees are responsible for the environment.

Personnel and work environment policy

- All personnel shall feel involved and have access to information about development in the company.
- Leadership shall be characterized by a genuine desire to assist colleagues in their development by actively planning and steering towards set goals.
- We shall follow national legislation, internal regulations towards achieving a good and safe work environment, where respect and camaraderie prevails.

Equality policy

- AQ Group hires and treats its employees in a manner that does not discriminate with regard to sex, race, religion, age, disability, sexual orientation, nationality, political opinion, union-affiliation, social or ethnic origin.

Gender policy

We will:

- Work towards women and men having equal opportunities for training/development.
- Work towards women and men having equal pay for equal work and performance.
- Work towards a better gender balance in the company.
- Recommend the underrepresented sex when both candidates have equal levels of qualification.

Policies are publicly disclosed.

They are shown on the information boards in the company, and can be seen on the websites of the AQ Electric <http://agelectric.com/> and of the AQ Group <http://aqq.se/>.