



Equal Opportunities Directive

Document owner

Approval

Initially adopted

Date last approved

Date of next review/approval

Applicability

SVP People & Culture

CEO and CFO

26 October 2018

December 2023

Q4 2023

Group

1. Purpose and scope

Viaplay Group is committed providing equal opportunities to all employees, job applicants, clients, and other stakeholders, irrespective of their age, race, color, gender, gender identity or expression, sexual orientation, religion, national origin, disability, marital status, or any other protected characteristic.

We value diversity and inclusion and believe that everyone deserves to be treated with respect and dignity. We believe that an inclusive work environment with diverse teams deliver success to the business and costumers.

This directive covers all areas of employment, including recruitment, training, promotion, and day-to-day interactions.

2. Target Group

These guidelines apply to all employees, (whether permanent, fixed-term or temporary), consultants, contractors, seconded staff, casual workers and agency staff, volunteers, interns, or any other person associated with us, or any Viaplay Group subsidiaries or their employees, wherever located (collectively referred to as employees) and should be used alongside other Viaplay Group policies, guidance, local legislation and Code of Conduct and Supplier Code of Conduct.

It covers Viaplay Group's premises and in professional contexts outside these premises, such as business trips or work-related social functions. The ultimate responsibility for upholding the policy lies with the company's CEO.

These guidelines apply in all countries and will prevail, subject to local law. It is the responsibility of every employee to implement and promote these principles in their day-to-day dealings with everyone. Failure to comply with these guidelines may lead to disciplinary action.

3. Prohibited Discrimination

Please see the Viaplay Group non-discrimination and anti-harassment for definitions and information on prohibited discrimination.

4. Areas

4.1 Terms & Conditions of Employment

None of our terms and conditions of employment or related benefits will differentiate between people either directly or indirectly on any prohibited grounds.

4.2 Recruitment

We assess all candidates, internal and external, that has applied for positions, based on their skills, experience, and assessed ability to do the job. Job advertisements and publications used are non-discriminatory.

Job applicants will not be disadvantaged by requirements that are not essential for the job. Where a person has a disability, appropriate consideration will be given as to whether reasonable adjustments can be made.

Recruitment procedures will be reviewed regularly to ensure that individuals are treated based on their relevant merits and abilities and that sufficiently diverse sectors of the community, are reached.

4.3 Remuneration

We are committed to equal pay and conditions according to local markets for all employee as stated in our Compensation Directive.

4.4 Development

We encourage everyone to learn and develop. Training and development opportunities will be based on the job requirements and the individual's development needs.

4.5 Promotions & advancement

Promotion decisions are made based on merit, performance and business needs alone.

5. Equality & Diversity training

We make sure our people managers and our employees receive equality & diversity trainings. The aim of these trainings is to promote awareness, and provide information, skills and advice to ensure the effective implementation of Viaplay Group's Directives within the area.

6. Raising concerns

Please see the Viaplay Group non-discrimination and anti-harassment for information on how to proceed when raising concerns in regards to this directive.

7. Disciplinary action

Breaches of our Equality & Diversity Directive will be regarded as misconduct and may lead to disciplinary action. The disciplinary procedure is subject to local laws and regulations, as well as local business standards. For more information, please contact your local People & Culture department.

8. Roles and Responsibilities

- Members of the Group Executive Team are responsible for making sure this Group Directive is communicated and implemented, and that the employees within their area of responsibility are familiar with and follow this directive.
- The VP People & Culture is the document owner of this Group Directive and responsible for its content. The VP People and Culture is also responsible for maintaining & updating the directive, ensuring that it is properly published and enforced.
- All Viaplay Group employees are individually responsible for reading, understanding, and following the Group Directive when applicable. Each employee is also encouraged to speak up and raise concerns about actual or possible violations of this directive to the P&C department, or through our whistle blower procedure.

For all questions relating to information in this policy please reach out to People & Culture.

9. Document history and change information

For more details of this Group Directive's document history and change information, see [Appendix 1](#).

Appendix 1 – Document History and Change Information

Version	Revision Date	Change information
1	2018-10-26	Initial Group Directive.
2	2019-12-13	Editorial changes due to internal reorganisation.
3	2020-11-26	Combining the Equality & Diversity Directive and the Anti-Harassment Directive into one Directive.
4	2021-06-07	Anti-harassment & Non-discrimination separated from EDI Directive into a stand-alone Directive.
5	2022-01-12	Minor changes to new whistle-blowing link
6	2023-11-23	<p>Significant changes to the document, including name change.</p> <ol style="list-style-type: none"> 1. Clarified purpose. 2. Point 3, reference to the "Non-Discrimination & Anti-Harassment directive" instead of a description. 3. Point 4 clarified and divided into separate areas. 4. Point 6 reference to the "Non-Discrimination & Anti-Harassment directive."