



Education on Equal Opportunities and Non-Discrimination in Perpetuum Mobile

Introduction

Equal opportunities in the workplace are a fundamental aspect of a socially inclusive society, which is associated with low unemployment and social peace. Combating discrimination and managing diversity in companies are key to achieving equality in the labor market. Perpetuum Mobile is obligated to comply with the Anti-Discrimination Act, which promotes equality and protects against discrimination based on factors such as race, ethnicity, gender, language, religion, political beliefs, social origin, age, disability, sexual orientation, and more.

The purpose of this education is to help Perpetuum Mobile employees apply the law in practice and to provide a work environment where men and women have equal opportunities, protected from all forms of discrimination. The specific goals are to eliminate discrimination and promote equal opportunities for men and women in hiring and at work.

To achieve equal opportunities, it is not enough to simply treat all job seekers, team members, or clients equally. Neutral criteria, such as language skills or formal education diplomas, can create barriers for highly qualified applicants from other countries. The company must recognize diversity and the different starting points in society based on various backgrounds.

To achieve equal opportunities for all, Perpetuum Mobile must:

- **Recognize (structural) discrimination.**
- **Be ready to fight discrimination.**
- **Develop measures to reduce barriers** for groups exposed to structural discrimination.

Promotional Factors and Obstacles

Key factors for successfully realizing the right to equality and non-discrimination include management commitment, the involvement of key stakeholders within the organization, and the development of a shared understanding and vision of diversity and non-discrimination.

Common obstacles to implementing a diversity management strategy include a lack of awareness about discrimination, employees' fear of losing their jobs due to a change in the employee structure, and a lack of financial resources and labor.

By overcoming these obstacles, the company can experience benefits such as:

- A reduced number of sick days.
- Increased employee motivation.
- Fewer conflicts among employees.
- Hiring the right people for the right jobs.
- Full utilization of employees' potential.

Company Policy

The company's goal is to be known for its credibility and non-discrimination. All Perpetuum Mobile employees must:

- Respect the principles of non-discrimination and equal treatment.
- Promote and implement the idea of diversity.
- Be fair and treat everyone with respect.
- Be proactive in fighting discrimination and be responsible for promoting positive measures to ensure equal opportunities.

Perpetuum Mobile respects the principles of equal opportunities and non-discrimination in its hiring decisions, regardless of skin color, religion, gender, sexual orientation, age, national or ethnic origin, or disability. The company also promotes gender equality, equal opportunities, and non-discrimination in hiring, pay raises, education, and promotions, and by ensuring accessibility for people with disabilities. Harassment of any kind in the workplace will not be tolerated.
