

Human Resources Officer:  
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## **Formas' equal treatment policy**

*Adopted by the Director-General 15th of November 2018. Applies from 15th of November 2018.*

Formas acknowledges that every person is unique and that all persons are equal in value and should have the same rights and opportunities.

Based on these fundamental values Formas works actively to maintain an inclusive working environment and culture, where all employees have the same rights and opportunities regardless of gender, gender identity or gender expression, ethnicity, religion or other beliefs, disability, sexual orientation or age.

In order to achieve this, we work actively to integrate gender equality and equal opportunities in all of Formas' activities. This is a step in strengthening the quality of our operations and developing an inspiring working environment.

Formas has zero tolerance for discrimination. Respect and consideration shall be shown in all relationships.

This policy covers all employees regardless of their form of employment as well as hired employees, consultants, external experts, and trainees and requires that each individual participates and assume responsibility for Formas' work environment and for compliance with the policy.

This policy also includes members in Formas' decision-making bodies and review panels.

This equal treatment policy replaces the previous gender equality policy.