



EQUAL OPPORTUNITY POLICY

Recee AS is an equal opportunity employer. In accordance with anti-discrimination law, regulations and norms it is the purpose of this policy to effectuate these principles and mandates. Recree AS prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, or any other characteristic protected by law. Recree AS conforms to the spirit as well as to the letter of all applicable laws and regulations.

This policy applies to all aspects of the relationship between Recree AS and its employees, including:

- i. Recruitment,
- ii. Employment,
- iii. Promotion,
- iv. Transfer,
- v. Training.
- vi. Working conditions,
- vii. Wages and salary administration,

The policies and principles of equal opportunity also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with.

The officers of Recree AS will be responsible for the dissemination of this policy. Directors, managers and supervisors are responsible for implementing equal employment practices within each department. The HR department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.

Adopted 09.12.2020