



CSR-policy

Version 1.1

Approved by the Board of Getswish AB
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1. Corporate Social Responsibility (CSR)

This Policy describes the responsibility of Getswish towards the community in which Getswish operates, including the views on environmental and gender issues and how these are handled within Getswish.

2. Purpose

Getswish will take responsibility for and respect human rights towards stakeholders, employees and society, as well as comply with local and international laws, rules and regulations. Getswish will also maintain a good working environment, contribute to sustainable development and counteract corruption. The policy also establishes a basic and common view regarding environmental impact and management of environmental issues within Getswish.

Employees of Getswish must know and follow the core values of Getswish and contribute to meeting defined environmental goals.

Getswish shall impose similar requirements on suppliers and partners that Getswish places on its own operations and employees.

3. Objectives and targeting

The CSR policy of Getswish is based on the following parts:

Human rights

Getswish must assume its social responsibility, which means that Getswish respects fundamental freedoms and rights and acts within the framework of local and international laws, rules and regulations. Getswish values and respects different cultural backgrounds and traditions. Getswish does not tolerate discrimination on the grounds of age, race, gender, religion, sexual orientation, marital status, social origin, political views, ethnic background, or disability.

Gender equality

Getswish shall actively promote gender equality, which means that:

- No employee shall be subjected to harassment. All Getswish services must be designed in such a way that they are appealing to all applicants regardless of gender.
- Workplaces, working methods, work organisations and working conditions at Getswish should be arranged to be suitable for both women and men.
- All employees must have the same opportunities, rights and obligations within the framework of their employment.
- Women and men should have equal pay for work of equal value.
- Getswish strives to avoid unequal pay differentials by regularly conducting salary surveys and conducting gender-neutral job evaluations.
- Training and internal career development should be planned equally for women and men.
- Getswish shall, when appointing, hiring and hiring consultants, consider gender equality aspects and work to achieve an even gender distribution.
- Men and women should have the same opportunities to combine work and family life.

Labour law / working environment

Getswish works to ensure a safe and healthy work environment for all employees. Work environment aspects must be taken into account in all relevant decisions concerning the business. Getswish must comply with applicable labour laws and respect workers' rights, including freedom of association. The work environment policy underlays the work environment work at Getswish.

Environment

The environmental efforts at Getswish will promote a long-term sustainable society and contribute to sustainable profitability. Environmental work shall be an integral part of the work at Getswish, for example through the business concept of providing digital payment services and thus offering an alternative to cash. Getswish shall continuously improve and monitor the environmental work of the business. To achieve this, Getswish will work to reduce energy consumption as well as reduce the relative amount of waste and greenhouse gas emissions.

When assessing profitability and risk in the ongoing operations at Getswish, product development, sales and communication as well as environmental aspects must always be taken into account. Likewise, in the dialogue with customers and suppliers.

Getswish will annually prepare action plans to meet set environmental goals and binding requirements, which will also be followed up.

*This policy is owned by the CEO who is responsible for the policy being revised annually.
The manager responsible for the policy is the CEO.*
