

DISCRIMINATION, BULLYING AND HARASSMENT POLICY

Schibsted's official stance with regard to discrimination, bullying and harassment.

Schibsted and all of its subsidiaries shall be safe and inclusive workplaces. We will achieve this by understanding and respecting one another's work environment. Our work environment consists of how we organize the workplace and how we treat one another. Schibsted is to be characterized by a professional, friendly environment where differences and diversity are welcomed.

We care about our employees' health and well-being. We are responsible for preventing employees from risking ill health, being ostracized or excluded from the workplace community.

All employees, including hired consultants and trainees, are responsible for behaving appropriately and respectfully towards their colleagues.

If you feel offended as a result of another employee's actions, your subjective interpretation of the incident takes precedence. What you perceive as offensive may not be illegal according to the law, but can still be very inappropriate or unethical in our workplace. If you are the victim of bullying, sexual harassment or discrimination, you are not the problem. You will be listened to and supported.

If bullying, sexual harassment or discrimination is proven or established as probable, we will take appropriate measures against the perpetrator. Examples of such measures could be written warning, transfer, termination or dismissal according to local legislation.

All cases will be treated confidentially until the offended person has given his or her consent that the matter be investigated further, respecting local legislation. If the employee, HR or management suspects that the law has been violated, the appropriate authorities will be contacted.

Employees may worry that confronting discrimination/harassment or bullying could lead to reprisals. HR will work actively to ensure that this does not happen, and Schibsted will not accept any such behaviour.

All managers are responsible for taking immediate action if they witness or are notified of suspected discrimination or harassment. We encourage all employees to also take action if they witness or are notified of suspected offensive discrimination/harassment.

If you are exposed to any inappropriate attention or behavior, we recommend that you inform someone you trust at the workplace to get help or advice on how to proceed. This may be:

- Your direct manager or another manager
- HR
- Your health and safety representatives
- Your union or employee representative

All above are bound by professional secrecy and will take immediate action on your behalf. They will, if needed, connect you with rapid support and assistance from a healthcare provider.

The responsibility for investigating reported incidents lies with HR. Schibsted has chosen to organise the HR function as independently as possible from our corporate structures to ensure, as far as possible, that it can operate objectively and without being unduly influenced. This is important in cases where we must examine ourselves and investigate incidents that may affect both executives and employees.

Schibsted has a whistleblowing channel called SpeakUp. It can be used by anyone who want to report an incident or suspicion, but isn't comfortable using another channel.

Schibsted has a global Code of Conduct which deals with bullying, sexual harassment and discrimination. You can talk to HR about this.