

Equal Opportunities and Diversity and Inclusion at Codasip

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At Codasip, Diversity and Inclusion mean **creating equal opportunity through fair, consistent, and inclusive systems - designed to reduce bias rather than to meet demographic targets.**

We believe that a fair and inclusive workplace starts with consistent and transparent decision-making. When rules are clear and applied in the same way across teams, people can trust the system they work in and focus on doing their best work.

That's why we design our work environment around **shared principles rather than individual preferences.** Comparable situations are handled in comparable ways, decisions are based on clear criteria and data, and expectations are communicated openly. This **consistency helps reduce bias and creates equal opportunities for everyone - regardless of background, role, or team.**

Our people processes form one connected system across the entire employee lifecycle, from hiring and onboarding to performance reviews and career growth. They are regularly reviewed and improved using data and employee feedback, ensuring fairness, clarity, and predictability.

Managers play a key role in making this approach real. They are expected to apply shared standards, explain their decisions, and lead with fairness and accountability. Continuous development in feedback, leadership, and bias aware decision-making helps support consistent outcomes across the organization.

We also design **our ways of working to be both structured and inclusive.** Clear principles guide collaboration and flexibility across teams, while still reflecting different employee needs. By listening to feedback and monitoring balance and workload, we support sustainable performance and an inclusive work environment.

Our ambition is simple: to create a workplace where decisions are predictable, data informed, fair, and inclusive. Consistency, fairness, and inclusion are not separate initiatives - they are part of how we work every day.