

# MEDevice

**Innovations improving procedure efficiency  
and better patient outcomes**

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## **Equality, Diversity and Inclusion Policy**

# Equality, Diversity and Inclusion Policy

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**MEDevice AS** is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

## Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
2. Not unlawfully discriminate because of the Norwegian Equality and Anti-Discrimination Act (2018) which protect a range of characteristics including:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation.
3. Oppose and avoid all forms of unlawful discrimination as outlined in the Norwegian Working Environment Act (2006, last consolidated 2023). This includes in:
  - pay and benefits
  - terms and conditions of employment
  - dealing with grievances and discipline
  - dismissal
  - redundancy
  - leave for parents (including adoption)
  - requests for flexible working
  - selection for employment, promotion, training or other developmental opportunities
4. Oppose and avoid discrimination based on non-protected characteristics, including, but not limited to:
  - Caring responsibilities.

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- Employment status.
- Political beliefs.
- Socioeconomic status.
- Trade Union affiliation.

## Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Norwegian Working Environment Act (2006, last consolidated in 2023) – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Acts).

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6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

### Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management.


Employees are expected to comply with all aspects of this policy and undertake all mandatory training associated with the policy.

Senior management will ensure that Diversity and Inclusion becomes embedded in business as usual by modelling these behaviours and by setting expectations of their reports to demonstrate inclusivity in their roles managing functions and teams.

All staff are expected to demonstrate their commitment to Diversity and Inclusion in their role and in services provided. Staff are expected to participate in learning and development activities related to Diversity and Inclusion, to share best practice and to ensure their knowledge remains current. This will be reviewed as part of the performance management system for all staff.

**EDI Lead:** MEDevice's named lead on Equality, Diversity and Inclusion is Juliana Sarah MANSFIELD.

**Signatures:** MEDevice is committed to delivering equality, diversity and inclusion, as expressed in this EDI policy.

	Name	Juliana Sarah MANSFIELD
	Position	Chief Executive Officer

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