



Diversity, Equity and Inclusion Policy

Introduction

Section 3 of the [Hexagon Code of Business Conduct and Ethics](#) (“the Code”), states that Hexagon conducts its activities in a manner that respects human rights as required in The United Nations Universal Declaration of Human Rights and supports the International Labour Organisation (“ILO”) labour standards. Hexagon fosters a work environment that encourages personnel to develop their talents and careers, exercise creativity and achieve superior performance.

In accordance with Hexagon’s Code and the [Hexagon Supplier Code of Conduct](#) (“Supplier Code”), Hexagon has established the following Hexagon Diversity, Equity and Inclusion Policy (“Policy”), which focuses on competence development, diversity, inclusion, health and safety and employee engagement which makes Hexagon competitive everywhere we operate.

This Policy applies to Hexagon AB and its subsidiaries and joint ventures over which Hexagon AB exercises management control (collectively, ‘Hexagon’, ‘us’, ‘our’ and ‘we’) and to all personnel employed by or engaged to provide services to Hexagon, including, but not limited to, Hexagon’s employees, directors, officers, and other individuals providing services on Hexagon’s behalf (for ease of reference throughout this Policy referred to as “personnel”).

In case of any breach of this Policy, Hexagon will engage with the breaching party and take appropriate corrective action. Significant or recurring breaches, without corrective actions and remedy, or lack of cooperation, could result in termination of employment or Hexagon’s reduction or termination of business with the breaching party.

Hexagon promotes a diverse workplace and seeks to actively recruit, continually develop, and retain talented people of different backgrounds with respect to culture, origin, age, gender, race, ethnicity, religion, disability and sexual orientation. Hexagon acknowledges that all people have experienced the world differently and as a result, people may respond to our current realities differently. We listen to, acknowledge and value different ideas and experiences.

Hexagon strives to foster an inclusive culture where all individuals are treated with equal respect and have an equal opportunity to contribute fully to Hexagon’s success based on their individual skills and interests. Hexagon recognises the need to actively engage in further inclusion and where appropriate, remediate impacts which may have been caused through our activities. We are committed to continual improvement of our practices with respect to diversity, equity and inclusion.



Hexagon is committed to:

- Creating an inclusive culture with a diverse workforce;
- Ensuring that all our employees are treated with dignity, feel valued and can achieve their highest potential within the company; and
- Being an attractive employer that attracts the best and most professional employees.

Hexagon has a responsibility to be alert to Human Trafficking in its business and in its activities with third party vendors and suppliers. Where acts of Human Trafficking are identified, Hexagon personnel are expected to report such concerns and management is expected to act upon them.

Why Diversity, Inclusion and Equity matters:

People are at the heart of what we do at Hexagon, and we believe that inclusion, equity and diversity are business imperatives. Our goal is to create a culture that is diverse, inclusive, respectful and one which celebrates our differences and leverages them for the benefit of our stakeholders.

Creating a safe, respectful and inclusive place to work will provide an essential foundation for our people to successfully contribute to meeting Hexagon’s objectives, enhance Hexagon’s global reputation and achieve sustainable business results.

- **Inclusion:** is ensuring that all employees and members feel welcomed, are able to express their ideas and have an equal opportunity within the organisation.
- **Equity:** is treating people fairly and removing any barriers that may prevent their full participation, so that everyone has access to the same opportunities and can develop to reach their full potential.
- **Diversity:** refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual preference, gender identity, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinions, social origin, industrial activity or union membership. It also refers to the diverse ways of thinking about different experiences, and ways of working.

How Hexagon supports diversity and inclusion:

This Policy provides the framework within which Hexagon and its subsidiaries actively manage and encourage the inclusion and diversity across the organisation.

To drive change, Hexagon has set clear commitments to support the diversity, equity and inclusion across all regions and offices. We clearly and actively communicate our expectations to our stakeholders.

Raising Concerns:



Any party, including personnel, vendors, suppliers, partners, and others with whom Hexagon conducts business, may report credible information regarding a violation or suspected violation of this Policy to Hexagon’s compliance team via [Hexagon’s Ethics & Compliance Reporting System](#), or misconduct can be reported via email at compliance@hexagon.com or directly via telephone, text or email to Hexagon’s Chief Compliance Officer.

Hexagon prohibits any retaliation against persons reporting a potential or actual violation in good faith. The integrity of the reporting process is taken very seriously, and as such, your identity as the individual reporting the suspected violation will, wherever possible, not be revealed to local-level personnel. Personnel who fail to report actual or suspected breaches of this Policy may be deemed to be in violation of this Policy.