

# **AP6**

**Equality and  
Diversity Policy**  
for  
**Sixth AP Fund**

## **1. Basic principle**

The Sixth AP Fund stands for the principle of non-discrimination and equal treatment of all people regardless of their gender, age, disability, sexual orientation, nationality, ethnicity, religion, beliefs, political opinions or the like. We value diversity and regard differences as an asset in our organization.

## **2. Guideline**

The Sixth AP Fund shall bear the characteristics of, and strive for, a positive and equal view of mankind in all of its actions.

The organization shall strive to provide attractive employment that promotes development for all of its employees.

Every staff manager is responsible for equality and equal treatment. The Sixth AP Fund's Managing Director and other managers have the ultimate responsibility for ensuring that active diversity and equality efforts are pursued. The Managing Director is responsible for preparing and implementing an equality plan.

The Sixth AP Fund shall strive to ensure that all people, regardless of characteristics such as those mentioned above, feel welcome to apply for employment and work at the Sixth AP Fund on equal terms.

The work environment and working conditions shall be designed to fit employees with varying backgrounds. Within the organization, all employees shall be given equal opportunities to develop their skills.

Employees at the Sixth AP Fund shall be able to maintain a balance between work and family life.

No forms of discrimination shall be tolerated.