

Diversity and equal opportunity policy

Byggmax seeks to create an environment in which women and men — both as groups and individuals — jointly and equally create range and totality in operations. Women and men have equal rights, obligations and opportunities in the framework for employment at Byggmax. We believe that an even distribution of women and men at the workplace will generate an excellent organizational climate, job satisfaction and profitability. Consequently, Byggmax strives to make the workplace as attractive for women as for men, regardless of age, ethnic background or sexual preferences. This applies both to the physical and psychosocial work environment.

We want to create gender and equality awareness at Byggmax that permeates the entire organization and becomes a natural part of internal and external recruitment and pay negotiations. In cases where applicants of different genders, with similar qualifications and other circumstances, apply for a job, the applicant belonging to the underrepresented gender will be employed. This is to be applied at all levels in the company.

We strive for all recruitment at Byggmax to be long term, and believe that the possibility to unite gainful employment with establishing a family generates excellent prerequisites for health, job satisfaction, participation and loyalty. Consequently, Byggmax believes that parental leave should be regarded as natural and necessary for both men and women in the organization.

Byggmax dissociates itself strongly from all forms of sexual and gender harassment. No employee at Byggmax should suffer discrimination or harassment. A report about sexual harassment or offensive treatment from an employee must always be observed and taken seriously and when appropriate action must be taken.