

Lindex offence and harassment policy

Lindex has committed to provide a good and safe work environment, free from all forms of offence and harassment. The time we spend at work should be perceived as pleasant and productive.

Job satisfaction is likely to increase if colleagues and teams give each other the required support and help. Therefore, it is important that all types of offences and harassment at the workplace are discouraged and eliminated. Lindex has a zero tolerance policy against offences and harassment.

All employees have a shared responsibility to treat each other with mutual respect and care. Everyone should feel that their contribution to the work is important and they have a collective responsibility to contribute to the good working environment. Lindex's aim is that all employees should feel safe in their work environment. An important part of this is to prohibit all forms of offences and harassment by any means and for whatever reason.

All Lindex employees are expected to comply with this policy and it is the personal responsibility of each employee to ensure that inappropriate conduct does not occur.

All Lindex employees are obliged to follow the company procedures and responsible to implement this policy in your own business.

Lindex refers offences to illegal actions directed against one or more employees in an adverse manner which can lead them to illness, depression, loneliness, psychological or physiological trauma, etc.

Offences can create a feeling of discomfort, uneasiness, ambiguity and injustice for the victim and is characterized by: Degrading treatment by words, actions, and/or by any means the experience of being treated differently.

Harassment is an unwelcome behavior, which could be expected to make a person feel offended, threatened, intimidated or ill-treated.

For questions concerning the policy or its contents, please contact:

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