

## Konecranes Inclusion and Diversity (I&D) - Policy Statement

Our talented employees and partners represent the multicultural communities we operate in. Together, we are shaping the next generation of material handling for a smarter, safer and better world.

At Konecranes we promote a culture where, in all the aspects we differ, our diverse backgrounds, ideas, and perspectives are welcomed and valued, and where equal employment opportunity and inclusion are part of our ways of working. This forms the foundation for high performing teams and a growth mindset and allows us to deliver excellent customer value and create a positive societal impact.

Inclusion and Diversity are embedded in our values and strategic enablers. While Konecranes operates in a global environment, our inclusion and diversity practices are localized in full compliance with all applicable laws and regulations. In the event of any conflict between this policy and applicable law, the law shall control and prevail.

### Inclusion and Diversity objectives

We aim to create an inclusive working environment where people from all backgrounds feel trusted, can thrive in a psychologically safe environment and have equal opportunities to succeed. Our goal is to provide resources that support success for all.

#### We are committed to:

- Represent the multicultural communities where we operate.
- Welcome, value and leverage diversity of backgrounds, ideas, and perspectives.
- Ensure fair treatment, non-discrimination, and equal opportunities for everyone.
- Embed inclusion into all our people and cultural practices and processes.

To reach our objectives and to demonstrate the commitments, we:

#### Ensure fair treatment, non-discrimination and equal opportunities for everyone

Konecranes is an equal opportunity employer. Employment decisions – including recruitment, career opportunities, development and termination – are based on objective processes and assessments. We do not tolerate any discrimination based on an employee's race, religion, color, gender, gender identity, sexual orientation, age, marital status, family situation, national origin, national extraction or social origin, citizenship, political opinion, trade union membership, disability (where the applicant or employee is qualified to perform the essential functions of the job with or without reasonable accommodation) or other forms of discrimination covered by applicable law. Harassment of any kind is not tolerated. Our [Code of Conduct](#) defines the principles and processes to protect our employees.

#### Ensure that our practices and policies support our Equality and Inclusion aspirations

Our ambition is to build an organization comprised of the right skills, talent, and competencies by embracing the benefits of diverse backgrounds, ideas, and perspectives. To support this, we embed Konecranes I&D agenda into our processes – for example, through the [Konecranes Talent Acquisition and Recruitment Policy](#), which defines our principles for attracting and hiring the best talent.

Konecranes reinforces the use of common and objective criteria for rewarding people for their work. We are committed to equal pay for all our employees in accordance with our rewards principles, as well as with local requirements, EU directives and other relevant regulations.

**Reflect and follow the I&D and Equal Employment Opportunity International Framework, as well as the applicable laws in the countries where we operate**

We promote a culture of equal employment opportunity and inclusion through regionalization and localization, in compliance with local laws. Konecranes supports the United Nations' (UN) Sustainable Development Goals on reduced inequalities and gender equality and follows the UN Guiding Principles on Business and Human Rights and the ten principles of the UN Global Compact. We are also committed to the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, covering non-discrimination in employment and occupation.

Konecranes inclusion and diversity agenda is overseen by the Inclusion and Diversity Officer. As required or allowable by applicable law, we track our progress through KPI's.



**Marko Tulokas**

**President and CEO**