

Equity, Gender and Diversity Policy

SEI Policy

Reviewed: 2026

Prepared by: HR

Responsible: Maria Westerlund, HR Director

Maria Westerlund

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Approved by: Eeva Primmer, Executive Director

Eeva Primmer

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Executive summary

This SEI policy provides all our employees with an overview of our intentions in relation to equity, gender and diversity. SEI expects all employees to act in line with the intentions of the policy and apply its high standards consistently in the day-to-day operations and all SEI deliveries. This includes both when interacting with other employees and the wider community i.e., all internal and external stakeholders.

All SEI Centres/HQ must have an instruction that adheres to this policy and their country-specific laws and regulations including a yearly action plan to work with annual KPIs to follow-up equity, gender and diversity issues in a way that embraces the aim and context of this policy.

Commitment and Expectations

It is SEI's desire and responsibility to provide a sustainable working environment with fair terms and conditions of employment for all employees. This Policy is guided by international human rights standards, and focuses on the following components:

Human Rights

SEI and its employees shall respect and protect internationally recognised laws and standards for human rights and strive to ensure that SEI does not abuse any part of the human rights principles. In addition, our employees are expected to contribute by respecting and protecting human rights, not only within the workplace but also when representing SEI outside the workplace.

Non-Discrimination and Equal Opportunities

We are an equal opportunity employer and value diversity in our organisation. We do not treat anybody differently, nor discriminate on the basis of sex, gender identity or expression, race, ethnicity, nationality, religion, age, functional variations, sexual orientation, marital or parental status, political opinion, union affiliation, social background and/or other characteristics protected by national and international law. As a part of our commitment to having a diverse and inclusive workplace, we actively pursue a zero-tolerance approach towards discrimination and harassment of any kind. All employees shall treat each other with respect, dignity and common courtesy. Employees must not act in any manner which could bring SEI into disrepute. Furthermore, it is mandatory to comply with and sign off on the SEI Code of Conduct when signing the employment contract.

All SEI employees have the responsibility to intervene if they observe any of these behaviours occurring in the workplace.

Follow up

All Centres/HQ must develop a yearly action plan in accordance with country regulations and this Policy in close dialogue with the HR Director.

The HR Director shall in December every year request and compile a report of the status, relevant KPI and actions from all SEI Centres/HQ, in order to deliver and present an annual report to the SEI Board. The report shall also be sent to SEI Executive Director and SEI GMC.

The results will be communicated to all employees and best practices will be shared to support the intentions of this policy.

2026_SEI Equity Gender Diversity Policy

Final Audit Report

2026-06-12

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