

ASSA ABLOY

Group Policy Document

Date: 2010-10-26	Name: Gender Diversity Policy	
Author: Krister Eriksson	Owner: Senior Vice President Human Resources	Page: 1

Gender diversity is an integral part of ASSA ABLOY's Code of Conduct and business operation. Gender balance at all levels of the organization across different functions will strengthen the Group's competitiveness and performance.

Discrimination due to gender when it comes to employment and employment conditions, work environment, job tasks, development opportunities and promotion will not be tolerated.

Efforts to increase the number of women in leadership roles within ASSA ABLOY is an important component of our talent management process ("TMP"). Specifically, managers are expected to examine their organizations to ensure that qualified females are considered for high profile projects, development and leadership opportunities.