

DABCE AB – SEA-H Policy

1. Introduction

DABCE AB maintains a zero-tolerance stance on Sexual Exploitation, Abuse, and Harassment (SEA-H). This policy outlines our commitments, procedures, and responsibilities to ensure a safe, respectful, and ethical working environment for all staff, partners, and stakeholders.

2. Scope of the Policy

This policy applies to all employees, consultants, contractors, interns, board members, suppliers, and partner organisations representing DABCE AB in any capacity.

3. Definitions

- Sexual Exploitation: Abuse of a position of vulnerability, power, or trust for sexual purposes.
- Sexual Abuse: Actual or threatened physical intrusion of a sexual nature.
- Sexual Harassment: Unwanted conduct of a sexual nature affecting dignity at work.

4. Principles and Commitments

DABCE AB commits to the following principles:

- Zero tolerance toward SEA-H.
- Maintaining a survivor-centred approach prioritising safety, dignity, and confidentiality.
- Ensuring all allegations are handled with professionalism, fairness, and due process.

5. Roles and Responsibilities

A SEA-H Focal Point is appointed to:

- Receive and confidentially manage SEA-H reports.
- Coordinate internal reporting to senior management.
- Ensure compliance with procedures and survivor support pathways.

6. Reporting Mechanisms

DABCE AB provides accessible and confidential SEA-H reporting channels, including:

- A dedicated SEA-H reporting email: SEA-H@DABCE.SE.
- Optional anonymous reporting mechanisms.

All staff are required to report concerns immediately to the SEA-H Focal Point.

7. Investigation Procedures

All SEA-H allegations will be promptly investigated following due process, including:

- Confidential handling of all information.
- Need-to-know data sharing only.
- Fairness and impartiality throughout the investigation.
- Documentation of findings and actions taken.

8. Disciplinary Measures

Confirmed violations may result in disciplinary action, up to and including termination of employment or contract, and reporting to relevant legal authorities when required.

9. Recruitment Safeguards

To prevent SEA-H risks, DABCE AB maintains robust recruitment procedures including:

- Reference checks.
- Verification of any SEA-H-related history where legally permissible.

10. Training and Awareness

All employees must complete SEA-H awareness training. Refresher training and periodic reminders are provided to reinforce ethical conduct and reporting obligations.

11. Confidentiality and Protection from Retaliation

DABCE AB ensures confidentiality for all parties involved and strictly prohibits retaliation against anyone reporting SEA-H concerns in good faith.

12. Implementation and Review

This policy is reviewed every second year to ensure continued effectiveness and alignment with international standards. Updates are published on the company website(.