



POLICY ON STAFF

Approved by: The Board of Afrikagruppernaa

Adoption date: February 2026

Responsible: Secretary General

This Policy expresses the values of Afrikagrupperna in regard to our staff. It will be used as a tool in our work to prevent discrimination and promote inclusion and openness at Afrikagrupperna. The Policy applies to staff, members of the Board and other representatives of the organisation.

As an organisation, Afrikagrupperna promotes global solidarity and a fair distribution of resources. It is therefore of importance for Afrikagrupperna's working conditions and staff that our Policy reflects these values.

We are certain that the most successful work is performed by groups that comprise a broad range of diversity in terms of gender, ethnicity, age and abilities. Afrikagrupperna will therefore emphasise this in all types of recruitment. Staff should have a broad mix of competences and experiences and be encouraged to keep their knowledge up to date on a continuous basis.

All Afrikagrupperna staff shall also, as far as possible, have similar working conditions. Each member of staff shall have a clear picture of how tasks, areas of responsibility and lines of accountability are allocated. Internal communication shall be open and efficient and the working climate shall create space for participation, creativity and individual growth. Individual competence, knowledge, experiences and preferences shall be used in the most efficient way. To ensure the health and wellbeing of its staff, Afrikagrupperna shall adapt working hours and contribute to physical and psychological well-being by offering regular health check-ups and by offering financial contribution to gym memberships or equivalent.