

Code of Conduct – Klarna Events!

Why? As Klarna employees, we all have a responsibility to ensure that we have a safe and pleasant work environment in which every employee is appreciated and respected inside or outside the office. The organisers of any Klarna event are expected to create a non-offensive environment during the event. Participants are expected to abide by the code of conduct at the event and any activities surrounding the event. Participants asked to stop any harassing behavior are expected to comply immediately.

To whom does the code apply? The code of conduct applies to all employees of the Klarna Group – in all countries – and all those who represent Klarna companies, including members of the Board of Directors and consultants. All attendees at our different events are required to agree with the following code of conduct. Organisers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

How to use? In most situations it is easy to see how the code of conduct applies, but other situations can be more complex. Therefore, we must always use our sound judgement and common sense.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the organizers staff immediately (the staff can be identified as they'll be wearing branded clothing and/or badges). The staff will help participants contact the relevant person, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. If a participant engages in harassing behavior, the organisers may take any action they deem appropriate and will update the management team as necessary.

How to recognize? Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

We offer our employees a workplace that supports diversity and values differences. We will not tolerate discrimination or harassment, whether this is based on an individual's ethnic or national origin, gender, skin colour, faith, religion, citizenship, age, disability, civil status, sexual orientation, or anything else. Let's have a great event whilst being considerate to others.