

Equality and diversity report

Pon Power AS

We work for equality and against discrimination on the grounds of gender, care tasks, ethnicity, religion, view on life, disability, sexual orientation, gender identity and gender expression and combinations of these foundations.



Part 1: Status for gender equality

The 2020 report has mapped and taken in account the following areas

- *gender balance for the total business (number)*
- *temporary employees (gender difference in the number or percentage)*
- *employees in part-time positions (gender difference in number or percentage)*
- *average number of weeks parental leave for men and women*
- *employees working involuntary part-time (gender difference in number or percentage)*

Next year (2021), the following areas will also be mapped and accounted for:

- *wage differences at different job levels / groups (gender differences in kroner or percent)*
- *total wage difference in the company (gender difference in kroner or percent)*
- *gender balance at different job levels / groups*

Star explanation:

* To be mapped every year

** To be mapped (at least) every other year

Condition for gender equality

	Gender balance*	
	Women	Men
Total	21 kvinner (14%)	125 menn (86%)

Gender balance

The results from the survey showed that we are a male-dominated industry. One of the measures will be to increase the proportion of women in the company.

Temporary employees *		Parental leave *		Actual part-time *		Involuntary part-time **	
Stated in number or percentage of all employees		Stated on average number of weeks		Stated in number or percentage of all employees		Stated in number or percentage of all employees	
Women	Men	Women	Men	Women	Men	Women	Men
0%	0,21%	35,5	13,38	0,95%	0,96%	0%	0%

Temporary employees

The results from the survey showed that we had 1 person temporarily employed for a short period. The person in question carried out project work that was of a temporary nature.

Parental leave

The results from the survey showed that women take a larger part of the joint period in parental leave than men. Of a total of 8 men, only 1 took longer leave than the father quota in 2020. There is no obstacle in the business for more men to do the same

Actual part-time

The results from the survey showed that we had 2 women and 2 men in part-time positions throughout or part of the year. 3 of these had even asked to work part-time for a period, while 1 had a 50% degree of disability and thus no opportunity to work full-time.

Involuntary part-time

The results from the survey showed that none of our employees work involuntary part-time.

Part 2: Our work for equality and against discrimination

Principles, procedures and standards for equality and against discrimination

The company has the following principles, procedures and standards for equality and against discrimination, and these are available to all employees on the company's intranet pages or personnel handbook:

- **Code of conduct**

These are guidelines prepared for all Pon companies and are the company's ethical guidelines. These include the following:

Employees must be able to be themselves, without being afraid of conscious or unconscious exclusion. We respect different ideas and beliefs. We represent a culture that not only recognizes these differences, but that embraces, respects and sees the value that these differences represent. We work as a strong and united team regardless of these differences. This is how we create value and new opportunities for our company. If we are to be stronger together, you have to start with ourselves. Be tolerant and respectful of others, even if their opinions may not be the same as yours.

Remember that your behavior affects others. Intimidating, discriminatory, offensive or disrespectful behavior is not tolerated. If everyone follows these rules, we create a working environment where everyone can feel safe and welcome, regardless of gender, ethnic background, religion, age or orientation. Make it fun, for everyone!

- *Talk to each other, not about each other*
- *Give each other compliments from time to time*
- *Tell us if you see behavior that does not suit the culture we strive for*

Safe and ethical work environment

We embrace national and international standards for work environment and human rights. This means that we do not tolerate child labor and that we support freedom of association.

- **Policy for Bullying and Harassment**

This includes the following:

We must treat each other with respect in the company, and bullying and harassment are unacceptable (zero tolerance). All employees have a right and a duty to intervene if bullying or harassment takes place or conflicts arise that lead to unacceptable behavior. Complaints that come in will be handled and followed up confidentially and seriously.

- **Policy for Images and notices**

This includes the following:

Images, notices, etc. shall not be in conflict with local regulations or Pon's values. It is not permitted to post anything that may be perceived as discriminatory, oppressive or has inappropriate content.

- **Notification routines**

The company has arranged for notification of matters worthy of criticism to take place in a reassuring manner both for the company and for the person notifying. The notifier shall be confident that such notification is accepted and desirable, and will not entail negative consequences for the employment relationship.

All types of reprehensible matters relating to work in Pon can be reported, such as criminal offenses, breaches of statutory obligations, breaches of Pon's internal guidelines and breaches of ethical standards that have broad support in society.

Alerts must be directed to the immediate manager, another manager, HR, Compliance Officer, safety representative, employee representative or you can call the Pon Ethics Helpline.

It also describes how to notify and what responsibility the person receiving the notification has.

- **Prohibition of discrimination**

The company has also published what the legislation says about the prohibition of discrimination on the intranet / in the personnel handbook.

- *Considerations of equality and non-discrimination are otherwise included in the rest of the personnel policy.*

How we work to ensure equality and non-discrimination in practice

How we work to identify the risk of discrimination and prevent inequality

Our work with equality and non-discrimination has been based on the [four-step working method](#).

Gender equality work has included all the grounds for discrimination and the various areas: recruitment, pay and working conditions, promotion, development opportunities, facilitation and the opportunity to combine work and family life, as well as work against harassment.

In step 1. Examine risk:

HR has conducted workshops with the following parts of the business:

- Workshop with managers and employees in the company. This group consisted of managers and employees in different departments, ages and genders.
- Workshop with HR employees.

- The material and findings from the above workshops have been reviewed with the Working Environment Committee (AMU) and employee representative for the various unions. They were also asked to provide input and comments on the various areas.

In addition, two employee surveys were conducted in 2020, in which all employees participate.

In step 2. Analyzes causes:

HR carried out an analysis of the findings that emerged in the various workshops, in discussions mentioned above and in the employee survey. An overview of these was then prepared. The findings are mainly not relevant to this report, but will be treated in another way via the HR department and the company's management and address work environment-related issues.

In step 3. Implement measures:

The results and the overview prepared by the HR department were presented in their entirety to the management team. Following their input and assessment of the various findings relevant to this report, an action list was prepared with the measures to be implemented. This is described in a separate section below.

In step 4. Results of work:

On the basis of the analyzes that have been carried out and that the measures have just been initiated, we will unfortunately not see results of this work until 2021. This will therefore be described more clearly in the forthcoming report for 2021.

We discovered the following risks of discrimination and obstacles to gender equality

In the various workshops we conducted, no findings were made that can be defined as a risk of discrimination and obstacles to equality.

We work in a male-dominated industry, and it was also revealed in our workshops that the employees want to increase the proportion of women in the company. This is also a wish from the company's management to create a better gender balance in the company. We do not consider this as a direct cause of risk of discrimination or obstacles to gender equality, but still choose to include this in the report as this is one of the areas that the company will continue to work on.

Actions

To increase the proportion of women in the company, we will become more aware of word choice and image use in our job advertisements. We believe this may have consequences for those who apply for a job with us, and that it may mean that the ads appeal more to women being attracted to applying for vacancies to a greater extent than before. HR will prepare a recruitment policy that will provide clear guidelines to our managers on how we work with recruitment, and how we through it can also contribute to increasing the proportion of women in the company. A clear policy in this area will make our leaders more aware of making the right choices, not only to improve the gender balance, but also to make choices based on competence and suitability regardless of any of the grounds for discrimination.

Results of the work and expectations for the work ahead

The gender equality report has revealed few findings, and shows that the company has a good and conscious attitude in addition to good routines and guidelines to ensure a good and safe working environment for all employees related to these areas. There will be taken action to make changes regarding the findings that are critical. The work with the gender equality report and associated activities is rooted in the company's management and will be implemented as part of the HR department's annual cycle. This will ensure that we will work continuously with the four-step working model throughout the company, and that we will implement measures and evaluate the results of internal processes.