



GENDER EQUALITY STATEMENT

Part I: State of gender equality

The following has been mapped in regard to gender balance: temporary employees, part-time employees, and the average number of weeks of parental leave for women and men:

Gender balance		Temporary employees		Parental leave		Part time work			
						Actual		Involuntary	
No of females	No of males	No of females	No of males	Average no of weeks - females parental leave	Average no of weeks - males parental leave	No of females	No of males	No of females	No of males
622	2667		2	35	18	33	31	0	0

The gender balance reflects that we are a large company including a yard and we have many typically male-dominated positions such as welders, sheet metal workers, electricians and other technical positions such as engineers.

Aibel use temporary employees to a very small extent and only in special cases. Therefore we will not work with measures related to the risk of temporary employees, since we consider this to be a small risk in our company.

Our employees have full-time positions. The numbers described above related to part-time work consist of;

- Employees who have applied for part-time for a given period where they return to a 100% position after the end of the period
- Employees who wants to work part time in a period before retirement age
- Employees who have been on a long-term sick leave and are partially back at work after 12 months of illness, where the goal is to return to a 100% position, or are partially disabled

We do not have any employees working part-time on an involuntary basis.

Women's share of men's wages

There are 3289 employees in Aibel AS, split in 622 female – 19% and 2667 male – 81%.

The following mapping salary differences between gender on different levels in our company:

Internal Groups	No of female	No of male	Percent of females	Total no of employees	Differences annual salary	Differences total payment
Management	47	203	19%	250	97.6%	97.1%
Senior Professionals	173	607	22%	780	98.7%	94.8%
Professionals	244	686	26%	930	98.2%	92.2%
Operational/Jr. professionals	108	121	47%	229	97.4%	92.8%
Operators	50	1050	5%	1100	99.4%	93.8%

In the calculations of wage differences, we have divided into base salary and cash benefits. Cash benefits includes overtime, benefits in kind and other variable supplements.

In Aibel, we have an established job category system that forms the basis for the groupings above. Based on this, we have chosen to combine 2 job categories in each group as shown above, which are in accordance with positions at the various levels.

We have chosen to take the group consisting of more than 1100 collective agreement waged employees in a separate group, as these are on collective wage and have many variable supplements defined in the collective wages, in contrast to the remaining groups who have monthly wages.

In accordance with our strategic goals, we will ensure that we don't have systematic salary differences based on gender.

Part II: Our work for equality and against discrimination

Principles, procedures, and standards for equality and against discrimination

Diversity and inclusion are increasingly seen as important drivers of business success. Aibel seeks to promote diversity and inclusion in our workforce, through recruitment that supports equal opportunities, in accordance with our policies and recruitment procedures.

Our commitment is clearly defined in the Code of Conduct: there may be no discrimination based on gender, nationality, or ethnic grouping. Furthermore, our Human Resources Policy specifies that Aibel will not tolerate harassment and none of our employees may be subject to discrimination on the grounds of gender, religion, political views, race, skin color, national or ethnic origin, sexual orientation, or style of cohabitation.

As the nature of Aibel's operations call for employees from different operating entities and geographical regions, both nationally and internationally, the equal opportunities principles are well-established throughout the company. Furthermore, we seek to promote a culture, which ensures that all our employees can thrive and achieve their potential.

In Aibel, employees are encouraged to report harassment or concerns about possible violation of laws, regulations and the Code of Conduct to a supervisor, the Chief Compliance Officer or through established whistleblowing channel.

The Whistle-blower service is through an external independent service provider, to ensure the right service, the possibility for employees to remain anonymous if they want to. All reporting and dialogue are through whistle-blower and our organization is through our Compliance Department.

Status of our work

We have used 2021 to gather more relevant information and to conduct analysis to get a better understanding of strengths and challenges in the organization with regards to equal opportunity, diversity, and inclusion.

To gather feedback from our employees, diversity & inclusion (D&I) and workplace harassment sections were added to the biannual Global People Survey. An additional D&I analysis was conducted by our supplier, based on the new D&I section, in addition to mapping development of diversity and engagement differences between groups of employees, such as gender, age, seniority in Aibel, native/non-natives and blue/white collar workers.

A separate working committee has been set up in Aibel, including employee representatives who have reviewed procedures and regulations, and performed a risk analysis. We carried out a risk analysis of equality and discrimination in relation to gender, pregnancy, maternity leave or adoption, care responsibilities, ethnicity, religion, disability, sexual orientation, gender identity, gender expression or a combination of these, set against:

- recruitment
- wages and working conditions
- promotion and development opportunities
- facilities
- opportunity to combine work and family life

The risk analysis and discussions are set up against our guidelines, procedures and personnel handbook.

In connection with recruitment and our job advertisements, we have changed the wordings with a view to diversity and focus on masculine / feminine word choices that may have consequences for who is applying for a job with us. We will monitor if the changes affect the number of females applying for our positions.

We have had flexible working hours for many years. From 2021, our employees will have the opportunity to get a part time home office agreement, for more flexibility and to support a work life balance.

We have reviewed and updated our employee manual, to clarify that if our employees experience discrimination or lack of equality, this is a matter which can be reported, and described how to report such matters.

Diversity & Inclusion targets

The working group analysis including input from employee representatives and findings in the Global People Survey, has made the basis for our D&I targets and strategic initiatives:

In Aibel we are committed to being a diverse and inclusive company where everyone has equal opportunity and is treated fairly and with respect, regardless of gender, nationality, ethnicity, age, religion, sexual orientation etc.

We proactively work to ensure that we don't have any systematic differences with regards to employee engagement (satisfaction and motivation) between groups based on gender, nationality, age, and blue-/white collar workers.

Targets:

- Develop annual KPIs for entry level recruitment:
 - Minimum of 30 apprentices - 10% female
 - Minimum of 70 graduates (less than 3 years of experience) - 40% female
- Develop gender diversity by 2027 by achieving:
 - 5% blue collar females
 - 30% white collar females
- Ensure that we don't have systematic salary differences based on gender on a company level
- Ensure diversity in candidate pools for managerial positions to reflect the organization
- Practice corporate responsibility in the communities we operate in by offering work training or mentorship for candidates who have challenges entering the job market in our industry