



Diversity & Non-discrimination

Report 2022 and plan 2022-2024
Norway



Let's go further

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Introduction

Respect for human rights are fundamental within EG and for several years we have been committing ourselves to the UN Global Compact. You can read more about this in our UN Global Compact Communication on Progress on <https://eg.dk/csr>

Within the UN Global Compact, principle #6 is about eliminating discrimination with respect to employment and occupation. We believe this is important, not only from a justice perspective, but also from a business perspective.

We are convinced that diversity and non-discrimination make us stronger - differences give us access to more perspectives, which give us the creative fuel to create something better for our customers as well as to create a better working environment.

Our commitment to Diversity and Non-discrimination, how all of us are responsible for contributing to an environment free from discrimination, harassment and victimization, and how any incident regarding this will be handled is described in our [Diversity & Non-discrimination policy](#).

In this Diversity & Non-discrimination plan, we present the following information for EG in Norway:

1. The actual state of gender equality: The results of the objectives in our Diversity & Non-discrimination policy.
2. The activity duty: How we have been working with diversity and non-discrimination in relation to the five focus areas described in our Diversity & Non-discrimination policy.

This Diversity & Non-discrimination plan will be updated annually. If you have suggestions on how we can develop this plan, you are welcome to contact hr@eg.dk



Definitions

- **Diversity**

The range of human differences, including but not limited to gender, transgender identity or expression, ethnicity, religion, disability, sexual orientation and age.

- **Discrimination**

Any less favorable treatment or differential treatment or when a person's dignity is violated based on factors other than job experiences, competencies and skills. This includes, but are not limited to gender, transgender identity or expression, ethnicity, religion, disability, sexual orientation and age

- **Harassment**

A form of discrimination. In general, there are two types of harassments:

1. Harassment of improper behavior includes advances, requests, and other physical, verbal or non-verbal misconduct that are related to a person's race, gender, transgender identity or expression, ethnicity, religion, disability, sexual orientation and age or other. Harassment can involve one or multiple incidents, and can cause a person to feel offended, humiliated, or intimidated. It can for example express as deliberate insults, physical threat or abuse, unsubstantiated complaints, continued interference of personal work space, display of offensive material, exclusion from work communication, and intrusion into personal life.
2. Sexual harassment includes unwanted sexual or romantic proposals, inappropriate jokes or comments about sexual activities.

- **Victimization**

All acts that are directed to one or several individuals and are of an offensive character, for example bullying, being moved to a position with lower responsibilities without objective reasons for it, insults and withholding of information.



How can EG promote diversity and non-discrimination?

- Embracing workforce diversity with regards to e.g. gender, transgender identity or expression, ethnicity, religion, disability, sexual orientation, age and other attributes who makes us who we are
- Valuing a diversity of perspectives - leveraging the diverse personalities, thinking, skills, experience and working styles of our employees, customers and other stakeholders
- Treating every employee with respect and dignity and having a zero-tolerance attitude to discrimination, harassment or victimization of any kind
- Building a flexible organization - providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages
- Seeking to achieve higher standards than the minimum set out in legislation and proactively encouraging a culture that supports diversity and equal opportunities

Equality and Anti-Discrimination Act

The Norwegian Equality and Anti-Discrimination Act states that all Norwegian employers must issue a statement on the company's status in two parts:

- The actual status of gender equality in the company
 - The gender balance at the workplace
 - Gender of part time workers and temporary workers
 - Women and men's share of weeks of parental leave
- The work they have done on the activity duty in anti-discrimination
 - Investigate whether there is a risk of discrimination or other barriers
 - Analyze the causes of identified risks
 - Implement measures suited to counteract discrimination and promote greater equality and diversity
 - Evaluate the results of effort

In EG Norway, we work to ensure equal treatment in all parts of our business and management is concerned and aware of this topic. If there are areas we need to address, management and HR work together to find solutions. The working environment committee meets regularly 4 times a year and focuses on possible risks and evaluate the results of employee satisfaction and feedback.

Actual state of gender equality

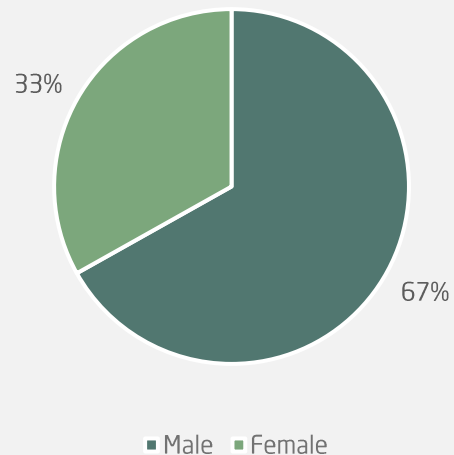
Objectives and results 2022

In this section our four goals for diversity and non-discrimination will be presented, as well as the results

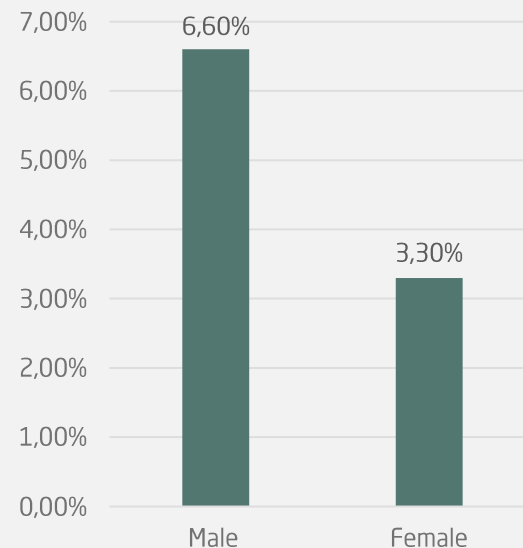
As a workplace, we strive to exceed the gender balance within the IT industry

We want both men and women to work within EG. We strive to be in line with EG target of 34% according to our ESG report.

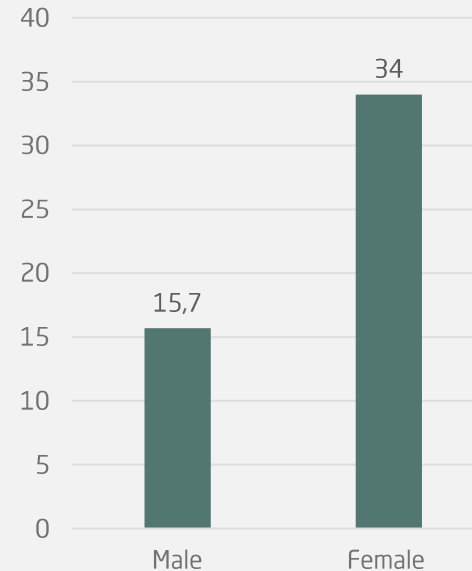
**Gender balance
EG Global (EOY 2022)**



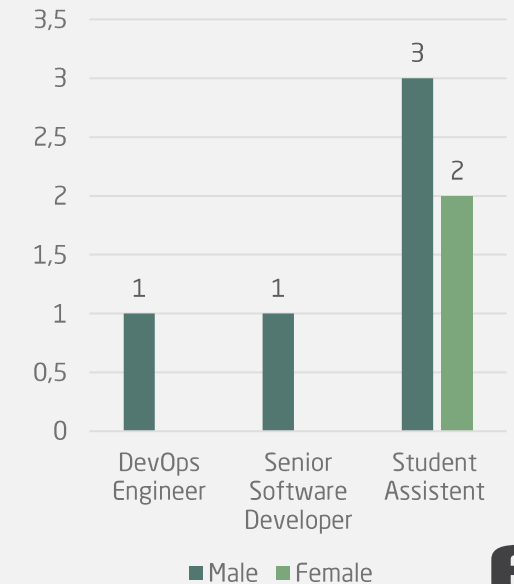
**Part time employees in % of
total workforce in Norway in EG
Norway, EG Retail, Holte and Ørn
Software (EOY 2022)**



**Average weeks of parental
leave in EG Norway, EG Retail,
Holte and Ørn Software
(2022)***



**Temporary workers in
Norway in EG Norway, EG
Retail, Holte and Ørn
Software (EOY 2022)**



Let's go further

*The chart shows the average weeks of parental leave divided between the men and women, who finished their parental leave in 2022.

As a workplace, we strive to exceed the gender balance within the IT industry

We want both men and women to work within EG. We strive to be in line with EG target of 34% according to our ESG report.

Findings from 2022

- *The total count of female employees in Norway are 8 percentage point behind our EG target, but 3,1 percentage point ahead compared to the IT industry benchmark of 22,9%*.*
- *We have 3,3 percentage points more men, than women on part time work.*
- *Women had 18,3 more weeks of parental leave in 2022 than men.*

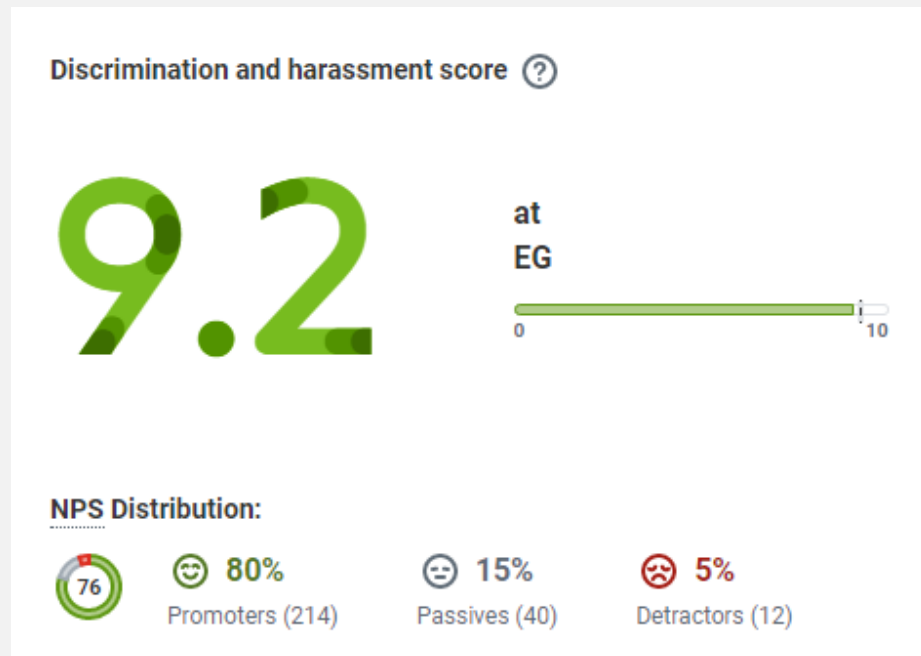


We want a workplace free from discrimination, harassment and victimization

The number of annually reported incident in relation to discrimination, harassment and victimization shall be zero.

Result from EG Pulse in Norway (2022)

At work, I do not experience any kind of discrimination, harassment or victimization



Reported incidents (2022)

There were no reported incident in relation to discrimination, harassment and victimization in 2022.

We want a workplace free from discrimination, harassment and victimization

The number of annually reported incident in relation to discrimination, harassment and victimization should be zero.

Findings from 2022

- Decrease in overall score compared to Q4 2021 from 9.4/10 to 9.2/10
- Increase in detractors from Q4 2021 from 3% to 5% scoring 6 or below.
- EG had no reported incidents in 2022 of employees experiencing discrimination, harassment or victimization.





The activity duty

Results and actions in relation to our five
focus areas 2022

Working environment/workforce culture

Ambition

We strive to have work environment and a workforce culture that provide equal opportunities for everyone to thrive and do their best.

From a physical perspective we want to offer employees a safe work environment with equal access to facilities, tools and equipment.

From a social perspective we want everyone to feel welcome and listened to.

We also want our work environment to be completely free from discrimination, harassments and victimization, by having a zero-tolerance attitude and acting promptly when needed.

Results*

- The results in EG Pulse indicate that the physical working environment can improve in terms of distractions in order to focus. The results have varied slightly throughout the year and scored 8.1/10 in Q4 2022.
- In Q4 64% of the employees say that they have the equipment they need to do their job while 8% lack equipment. The score has remained high on 8.6/10 in Q4 2022.
- The results in EG Pulse indicate that the social working environment (e.g. peer relationships, freedom of opinion) is overall positive with a high score throughout the year on both peer relationship, score 8.6/10, and freedom of opinion, score 7.9/10, which is the same on both scores as Q4 2021.
- The results in EG Pulse indicate that the organizational working environment (e.g. communication, transparency) can somewhat improve. The result shows a high score in management communication and openness of 8.6/10, while the communication around our strategy with a score of 7.7/10. Both scores have increased since Q4 2021.
- During 2022 no incidents regarding discrimination, harassment and victimization were reported. A score of 9.2/10 in EG Pulse indicates our working environment to be a place where the majority of our employees feel respected and safe.

Recruitment and selection

Ambition

We want to attract the best people with different perspectives, in order to contribute to better business results. To succeed with this, we must select candidates from the widest possible talent pool. This can only be possible with an unbiased recruitment process with a competency-based approach, where competences relevant for the position count - not gender, age etc.

When making the final selection in a recruitment process, we seek to have final candidates who are diverse. It is not always possible, but important to strive for.

When recruiting leaders in general, and to the executive leader team in particular, at least two candidates from an underrepresented gender and/or group shall be considered.

Results*

- To help us understand if we are an attractive employer for both men and women and if we have a gender-neutral approach that attracts candidates from both genders we look at the number of followers we have on LinkedIn. Our LinkedIn followers are 67% male and 33% female. No change since last year.
- In 2022 we hired 66% men and 34% women
- In our job ads we make sure the content is gender neutral and make sure any pictures attached to the job adds are inclusive and diverse.

*Results for ALL EG Group.

**Percentage of hires in Norway excluded acquired companies, contracted staff, external consultant and subcontractor

Training and career development

Ambition

Training is important to improve performance in job as well as to prepare employees for their next step. We want to offer all employees within EG equal access to training- and career development. To achieve this, all employees are entitled to continuous GROW dialogues, where the employees' performance, development needs and career wishes are discussed.

We also strive to ensure a gender balance - both in training activities as well as in succession plans.

Results

- GROW conversations are conducted on a yearly basis.
- The questions around growth in EG Pulse shows an increase from 7,5/10 in Q1 2021 to 7,7 in Q4 2021.
- In 2022, 22% of the participants in EG's Change Management Training were female, down from 55% last year. In EG's Nordic Leadership Training we had 38% female participation compared to 48% last year.
- With a high number of female participants in 2021, we did expect a decrease in female participation in 2022.
- Succession planning 2022 (PDR campaign 2022) shows successor gender distribution of 32% female and 68% male, which is well aligned with our overall gender distribution in EG*
- Number of female employees in the PDR campaign 2022 with the need for a successor are 27%, which is somewhat aligned with our overall gender distribution in EG*

*All EG Pulse results are based on the Norwegian results

** Global result

Reward and recognition

Ambition

Our ambition is to provide equal pay for equal work. Therefore, all employees are offered the same benefit scheme and any potential salary raise within the annual salary review, will be based on performance.

Results*

- HR conducts annual statistics regarding equal pay. EG is compliant with the regulations in Norway, which state that all companies with more than 500 employees are required to publish gender pay ratio every second year. EG will publish gender pay ratio for 2023 next year in 2024.
- Our EG Pulse result shows an increase on Reward from 6.9/10 in Q1 2021 to 7.1 in Q4 2021. This is an increase since Q4 2021.
- Our EG Pulse shows an increase in Recognition from 7,8/10 in Q1 2021 to 7.9 in Q4 2021. This is an increase since Q4 2021.

*All EG Pulse results are based on the Norwegian results

Opportunity to combine private- and work life

Ambition

We are all at different stages in our lives and careers and no matter where we are, it should be possible to combine private and working life. Therefore, we strive to offer equal opportunities for flexible work arrangements, as long as it supports both business and individual needs.

We also encourage parental leave to employees who become/are parents and make sure to follow applicable rules in each country regarding parental benefit. In the event of parental benefit supplement, we make sure it is gender neutral.

Results*

- Results in EG Pulse regarding flexibility shows an increase from 8.5/10 in Q1 2021 to 8.7 in Q4. This is an increase since Q4 2021.
- In 2020 we implemented a new way of working where remote work is a part of our everyday working life. In 2022 we continued to evaluate and improve our new way of working where hybrid work is a possibility for all employees.

*All EG Pulse results are based on the Norwegian results

Objectives and actions 2022

In this section our objectives, targets and actions for 2022 will be outlined.

Actions 2022

Action	Related area	Time frame
Build an even more inclusive culture. Integrate 'inclusive mindset training' in our Leadership training program	Working environment/workforce culture	✓
Implement succession planning to support talent development in general and particular among female employees (<i>Supporting process have been implemented in 2021 and we now need to follow up and ensure gender balance among successors</i>)	Training and career development	✓
Follow up participation rate of our quiz related to our Global Diversity and non-discrimination policy	We want a workplace free from discrimination, harassment and victimization	Q1 2023
Follow up in each location where we score an average of 8.5 or below	We want a workplace free from discrimination, harassment and victimization	After each survey round (3 times per year)

Additional actions 2022

Action	Related area	Time frame
Establish a Global Diversity Committee to help EG drive the work around Diversity & Inclusion	Working environment/workforce culture	✓
Add question to our Pulse survey to more easily follow up on inclusion and the effect of our work around D&I	We want a workplace free from discrimination, harassment and victimization Working environment/workforce culture	✓
Highlighted the importance of, and established a guide for "English as our business language" to support our employees in better communication across borders, and to enhance inclusiveness in our organisation.	Working environment/workforce culture	✓

Objectives and actions 2023-2024

In this section our objectives, targets and actions for 2023 and 2024 will be outlined.

Objectives 2024

Objective	Target 2024	Baseline
As a workplace, we strive to exceed the gender balance within the IT industry	<ul style="list-style-type: none"> Reach the level of 34% female employees 	33%
Equal opportunities for leadership at all levels for men and women	<ul style="list-style-type: none"> 34% female leaders 2 female board members 	<ul style="list-style-type: none"> 30% 1 female board member
We will pay our employees equal salaries for equal work (per job function and job level) regardless of gender	<ul style="list-style-type: none"> Ratio 100 	Details outlined in reports for each country
We want a workplace free from discrimination, harassment and victimization	<ul style="list-style-type: none"> The number of annually reported incident in relation to discrimination, harassment and victimization shall be zero EG Pulse score regarding this question to be 10 	<ul style="list-style-type: none"> Zero reported incidents Score 9.3

Actions 2023

Action	Related area	Time frame
Build an even more inclusive culture by focusing on inclusive leadership as a topic in our Global Diversity Committee.	Working environment/workforce culture	Q1-Q2 2023
Implement a structure to follow-up our succession planning around female successors.	Training and career development	Q1-Q2 2023
Follow up participation rate of our quiz related to our Global Diversity and non-discrimination policy	We want a workplace free from discrimination, harassment and victimization	Q1 2023
Follow up in each location where we score an average of 8.5 or below	We want a workplace free from discrimination, harassment and victimization	After each survey round (3 times per year)
Strive to have at least one candidate from the underrepresented gender in the candidate pool for all leadership positions.	Recruitment and selection	Q1 2023
Create an improved salary reporting system to ensure efficient and accurate salary mapping and reporting.	Reward and recognition	Q3-Q4 2023



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