



# 2021 EQUALITY & DIVERSITY REPORT

# Introduction

This report has been prepared based on Axess Group's end of 2021 figures for our Norwegian companies.

This report will be issued annually according to the "Equality and Anti-Discrimination Act".

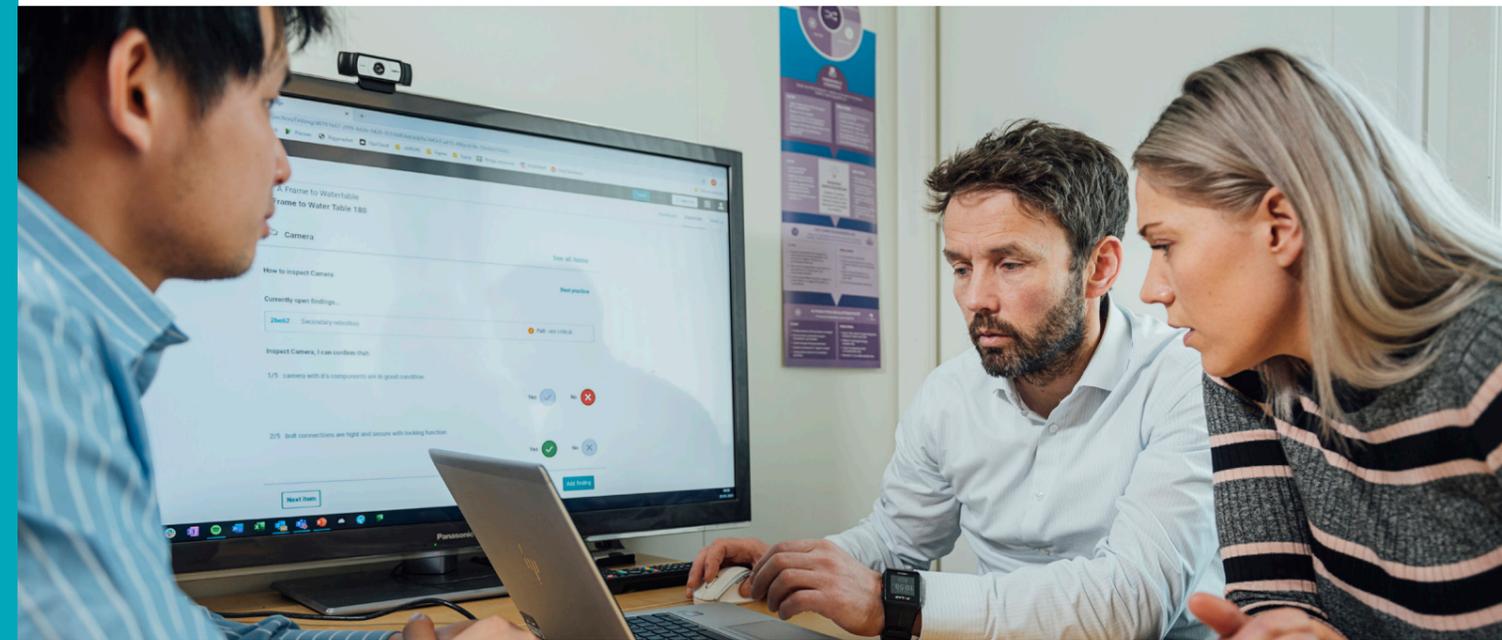
A variety of minds working together brings about new perspectives and increases our competitiveness by better serving our clients. We understand the need for good cooperation and recognise that we all contribute and can learn from each other.

In Axess, all employees have the right to be themselves regardless of background and who they are as human beings. We value and benefit from diversity and encourage different perspectives and new approaches. We understand that the work to achieve equal rights and having a diverse workforce is a continuous process, and we will continue to strive towards diversity and inclusion in the workplace.

The main observations from our gender equality investigation are:

- Low proportion of women in general (18%)
- No evidence of significant or systematic gender pay gap found
- No evidence of discrimination of women in leadership positions found
- High proportion of the women in Axess AS hold field positions, but no women in field positions in ALPA, AxPeak or Axess Services

**Our Code of Conduct establishes our commitment towards non-discrimination and equal opportunity for all employees.**



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# 2 STATUS ON GENDER EQUALITY



## 2.1 Gender Balance | Permanent employees in our Norwegian companies as of 31.12.2021

Entity	Employees	Women
Axess AS	142	18%
ALPA AS	24	8%
AxBit AS	26	27%
Axess Digital AS	10	10%
AxPeak AS	40	3%
Axess Services AS	16	0%
<b>Axess Group Norway (total)</b>	<b>258</b>	<b>18%</b>

## 2.2 Temporary positions | Employees on non-permanent contract in our Norwegian companies There are 37 temporary positions, of which 5 are held by women.

### Gender balance for temporary and part-time positions

Entity	Women
Axess AS	15%
ALPA AS	0%
AxBit AS	0%
Axess Digital AS	50%
AxPeak AS	0%
Axess Services AS	0%
<b>Axess Group Norway (total)</b>	<b>14%</b>

## 2.3 Part-time positions

1,4% of employees in Axess AS work part-time. 100% of part-time employees in Axess AS are men.

There is no involuntary part-time work in Axess AS. All part-time employees have personally requested this due to personal reasons.

## 2.4 Parental leave in Axess AS

In 2021, the average number of weeks of parental leave for men was 14,3 weeks.

There were no women who completed a full parental leave in 2021, hence the statistics are not relevant to include.

## 2.5 Gender Pay Gap in Axess AS

The numbers are based on figures from 01.07.2021. Only basic salaries are used in the calculations, i.e. variable pay is not included, e.g. offshore additions.

### Age and gender balance in Axess AS per age group\*

Group	Total of employees	Women	Women pay gap
Age -29	15,5%	40,0%	2,4%
Age 29-35	34,1%	18,2%	-0,1%
Age 35-	50,4%	12,3%	-2,0%

### Gender pay gap, senior positions\*

Entity	Women pay gap
Axess AS	+1,9%

\*Senior positions including; graduated 2011 or before, position as fixed/adm or engineer

### Gender pay gap, junior positions\*

Entity	Women pay gap
Axess AS	0,0%

\*Junior positions including; graduated in 2019 or later, field positions

## 2.6 Women in senior management and executive positions

In Axess Group Norway, 3 out of 14, or 21%, of employees in senior management and executive positions are women. This refers to positions with titles including C\*, VP or director. In Axess AS, 25% of employees in senior management and executive positions are women.

## 2.7 Women in field positions

Entity	Field positions among all employees	% women among field positions	% among women that has field positions
Axess AS	32%	24%	46%
<b>Axess Group Norway (total)</b>	<b>45%</b>	<b>12%</b>	<b>13%</b>

## 2.8 Gender balance in recruitment

Of those employees recruited in 2020 and 2021 in Axess AS, and whom are still employed, 27,8% are women.

## 2.9 Main observations

### Low proportion of women in general

18% women, both in Norway, and specifically in Axess AS, is behind our short-term goal of 30% women in 2025, and long-term goal of minimum 40%. However, we see that in Axess AS, in the lowest age group, below 29, 40% are women. And among employees recruited in 2020-2021, 27,8% are women.

### No evidence of significant or systematic gender pay gap found

We cannot find any evidence for significant or systematic gender pay gap in Axess AS.

If we look at junior positions, we do not find any difference in average, and in senior positions, the pay gap is 1,9% in favour of women.

In the age group below 29, we see that pay gap is 2,4% in favour of women. In the age group 29-35, we see a difference in 0,1% in favour of men. In the age group 35-, we see a difference of 2,0% in favour of men. The difference in the age group 35-, may be explained by the proportion of employees in field positions. 25% of employees at 35 years or older hold field positions, however 46% of women older at 35 or older hold field positions. Basic salaries are used for the pay, and variable pay is not included, e.g. offshore additions. This means that field positions normally have a lower basic pay and employees are paid additional for work conducted.

Due to the low number of women in general, and hence limited data, differences in education, experience and positions will affect the numbers significantly. Since the data is limited, we cannot state that there is no gender pay gap, but we have not found any evidence for significant or systematic pay gap.

### No evidence of discrimination of women in leadership positions found

We have a higher percentage of women in senior management and executive positions than we have in total, both in Norway in general, and in Axess AS in specific. Historically, most managers are recruited internally, hence there is no evidence of discrimination of women in leader positions in Axess.

### High proportion of the women in Axess AS hold field positions, but no women in field positions in ALPA, AxPeak or Axess Services

As of July 2021, only Axess AS in Norway had women in field positions. If we look at Axess Group in Norway, only 12% of field positions are held by women, but if we look at only Axess AS, 24% of field positions are held by women.

If we look at all women in Axess AS, 46% of these are holding field positions. On the other hand, 32,4% of men in Axess AS are holding field positions.

# 3 RISK OF DISCRIMINATION

## 3.1 Recruitment

The average proportion of women on Master's and Bachelor's programmes within engineering that Axess typically recruits from, is 31% (samordnaopptak.no). We also see proportions of up to 50% on selected programmes. It should be possible to recruit more women than we have done last two years. There is a risk that we discriminate women unconsciously in our recruitment, in the way we communicate externally, describe job qualifications, put out job ads and where we put out job ads. There is also a risk that we unconsciously discriminate in how we actively or indirectly approach groups of talents to recruit, how we interview, in who we send a job offer to, and in what type of positions we are offering to whom.

## 3.2 Future gender balance

We have set a goal for Axess Group to have at least 30% women by 2025, and 40% in the future. With a gender balance today of 18% women, and around 30% in recruited employees, we will not reach our goal in 2025.

## 3.3 Future gender pay gap

If we are not able to improve the gender balance, the data and statistics for gender balance in general, in leadership positions and pay gaps, will continue to be limited. Limited data can lead to poor, lacking or wrong conclusions on equality and discrimination. There is a risk that we will not reveal actual discrimination and hence will not put in place necessary actions to change or turn a possible unwanted state or situation.



# 4 WORK FOR EQUALITY AND AGAINST DISCRIMINATION



## 4.1 Annual employee survey

Historically, we have performed extensive employee surveys bi-annually. From 2021, we performed surveys annually for Axess Group Norway, and from 2022, we will perform such surveys annually for Axess Group globally. These surveys are important to reveal trends, situations, improvement areas, to confirm or rethink planned actions, and strengthen our culture. We analyse results, and present observations and planned actions to all employees. These surveys also investigate whether we experience conflicts, harassment, or unreasonable stress. The surveys have used region, entity, department, and location as parameters, but not included gender, age or other background. We should discuss whether to include these parameters in future surveys.

## 4.2 Internal communication

In 2021, we revised the presentations of our traditional We Values, to also include diversity. Our People strategy and Policy were published in 2021, which state that we strengthen and benefit from our unique identity across backgrounds and have a specific chapter on how we encourage and benefit from diversity.

## 4.3 External communication

In 2021, Axess Group established a social media calendar, including a monthly review together with executives on focus, past posts and upcoming posts on LinkedIn, Facebook, Instagram and our website. This calendar ensures that we communicate in a more planned, structured, balanced, and professional manner. This work will continue with more focus on i.e. diversity in 2022.

In 2021, we introduced “Meet Our People”, published on our website, and on social media like LinkedIn and Facebook. The concept is employee profile presentations that show a variety of employees working in Axess. The gender balance in profile presentations is and shall be +/-50%.

The profile presentation of one of our female employees, was the best performing Facebook post, and was one of the most commented posts on LinkedIn in 2021. And an outdoor post from one other female employee, was the most liked post on Instagram in 2021.

In Axess’ social media lifetime, we have around 21-24% female audience. We believe that with the increased focus we now have, we also will have more female audience going forward.

## 4.4 Recruitment

It should be possible to recruit more women than we have historically done. In the coming period, we should investigate how we describe job qualifications, how we communicate, where we put out job ads, and if we should have specific recruitment programmes focused on attracting women. As we have lower proportion of women above 30 years old than below, we should specifically look into how we can recruit more women in senior positions.

## 4.5 Gender pay gap

The investigation around gender pay gap does not show any evidence on such pay gaps. We assume the focus we have is working, and we will continue to focus on preventing any gender pay gap.

## 4.6 Work against discrimination

In 2021, we implemented Axess Group’s Whistleblower system, available both internally from our Sharepoint, and also externally on our website. The system is confidential, the users can choose to be anonymous, and all alerts are treated in strict confidence. In the reporting system, one can quickly and easily report concerns about actual or suspected cases of unacceptable behaviour that could adversely affect the company or individuals. The intention is to address human rights, identify any possible breach on our ethical guidelines, laws, corruption, economic crime, harassment or discrimination, privacy protection, rights and protection of individuals, serious environmental hazards, or conflicts of interest.

## 4.7 Parental leave policy

Axess is following the Working Environment Act on entitlement to leave and benefit for parents in Norway, independent of gender. In addition, according to Axess’ working regulations, all fathers have the right to 10 days of paid leave in relation to birth of their child.

## 4.8 Pregnancy policy

Axess’ working regulations states that pregnant employees shall not work offshore or in the field, and that alternative work shall be arranged when necessary. The reason behind this statement is to avoid potential chemical exposure, burdensome or unreasonable stressful work for pregnant employees.

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