

# Equality and Anti-Discrimination report 2023 Sval Energi AS

## Society – Safeguarding people

### 1 Introduction

Safety is our number one priority and Sval strives to ensure that all people working on our behalf are always safe at work. In Sval we believe that our people are our most valuable asset, and we recognise the importance of a healthy, positive work environment in attracting and retaining a talented and diverse workforce. Our values of agility, sustainability and high performance are not just words, but principles that guide our actions. To uphold these values, we believe in empowering each of our employees, fostering a culture of inclusivity and respect.

Sval offers equal opportunities to all employees, respects fundamental human rights, labour rights, encourages union engagement, and wishes to provide employees with sound, healthy, and safe working conditions.

Our commitment extends beyond our organisation to the wider community, and we take pride in engaging with and supporting our local community. Giving back to society, and caring for the people around us, is an integral part of our social responsibility.

Our approach towards caring for people is divided into three focus areas targeting the social dimension of sustainability. These focus areas are discussed in the coming pages, highlighting our performance and key events from 2023.

#### 1.1 Our People

After significant growth in recent years, through the acquisition and integration of several companies, Sval carried out a reorganisation process in Q1 2023 to better adapt the organisation to the business' needs. In reducing the number of roles in the company, and some employees being assigned to new areas of responsibility. Our main focus was to look after our employees and reduce uncertainty during this process. This was achieved through close collaboration with employee representatives, transparency around the process with open communication and information sharing.

By year end 2023 Sval Energi AS had 144 employees distributed as follows:

Number of employees/Headcount				
2023	Count	%	Parttime	FTE's
Female	52	36 %	4	
Male	92	64 %	1	
<b>Total</b>	<b>144</b>		<b>5</b>	<b>143,2</b>
Average of employees (headcount) Female	60			
Average of employees (headcount) Male	100			



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96,5% of all employees held full-time positions.  
None of the employees worked part-time involuntarily.

Six summer interns, three female and three, from five different nationalities, held temporary positions in 2023. In addition, one female and one male were engaged temporarily. These are not included in the number of employees.

### Fact Box

Workers who are not employees:  
Workers who are not employees are defined at Sval as:

- Consultants: A consultant who is hired through an agency, for a set period, where Sval has the full management of task delivery. Consultants are typically hired for specific projects in all parts of the organisation.
- Vendor: A vendor is defined as service agreement personnel (enterprise), where Sval has an agreement with a service company, and it is the service company who has the responsibility for the result of the assignment being delivered, (*ea. management consultant services, canteen services, office security services etc.*)

By end of 2023, this included 19 consultants and 73\* service agreement personnel, giving a total headcount of 92.

*\*Number of people given access to Sval Energi office facilities and/or systems during 2023 to perform work, regardless of hours worked.*

See table below for age distribution.

Age distribution		
	2023	2022
Number of employees (headcount) at top management level	6	6
Percentage of employees at top management level	4 %	3 %
Percentage of employees < 30 years	2 %	3 %
Percentage of employees 30 - 50 years	56 %	53 %
Percentage of employees > 50 years	42 %	44 %

## 2 Working Conditions

### 2.1 Employee engagement and representation

In Sval we acknowledge the importance of a positive work environment and the involvement of employee representatives in ensuring continuous improvement in health and safety performance, review of our processes and procedures and identification of potential risks for discrimination or obstacles to equal opportunities. The Working Environment Committee in Sval is set up in accordance with the requirements in the Working Environment Act with the employer, employees and occupational health service represented. In 2023 Sval conducted four ordinary WEC meetings in accordance with our plan for quarterly meetings. Recognising the value of our employee



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representatives contributing with their experience and knowledge to all matters related to health, safety, and the environment we involve them at the earliest opportunity in any matters which will impact our employees.

Safety Delegates also play a key role in safeguarding health and wellbeing at Sval. They address relevant topics either through the Working Environment Committee or via feedback and informal discussions. Sval conducts regular office inspections of both our Stavanger and Oslo offices to ensure a safe and healthy work environment for our employees.

We believe that transparency and the efficient flow of information are key to employee engagement and empowerment. Therefore, we maintain regular communication between our leadership and staff through CEO Newsletters, regular Town Halls, extended leadership meetings and forums, formal and informal communication platforms on our intranet and externally through digital and social platforms.

#### 2.1.1 Working environment survey

During the reporting period Sval conducted a Working Environment Survey in collaboration with a third-party provider and with the active involvement of our employee representatives. The survey, which covered a broad spectrum of topics related to our employees' work environment experiences, also included questions about diversity and inclusion. The high degree of involvement of our employee representatives and training provided for all leaders in each step of the process ensured ownership of results and actions across the organisation.

Our survey achieved a remarkable response rate of 96%, demonstrating the high levels of engagement among our staff. The survey allowed us to identify elements of the working environment which are working well and also highlighted areas for potential enhancement, with employees expressing a desire for increased focus on personal and career development, improved communication, and greater involvement. Based on the survey results Sval established a cross-functional workgroup to support a culture where people feel safe and valued - we want to ensure a fully inclusive working environment with zero tolerance for any forms of harassment or discrimination.

Following discussion with employee representatives, and with actions established at individual team level, Sval's Executive Leadership Team signed off on a commitment document of actions to be implemented in 2024. This has been rolled-out to all employees, and everyone is engaged in implementing actions to further improve our working environment.

#### 2.1.2 Engagement in the local community

At Sval, our commitment to employee engagement and mental health extends beyond our offices and into our local community. We perceive social engagement as a fundamental responsibility for the organisation, and we actively strive to make a positive contribution to the region in which we operate. While community involvement can serve as a platform to promote who we are and what we do, our main goal is to help people. We believe that consistent, long-term community engagement also fosters a positive workplace culture and strengthens our relationship with the local community.

In 2023, Sval established a Social Engagement Plan, with the ambition to support regional and local initiatives that contribute to better physical and mental health, particularly amongst youths. We also aim to help individuals and families who are experiencing challenges in their everyday life Through employee involvement we identified three new organisations to add to our programme: Ønsketransporten<sup>1</sup>, Fontenehuset<sup>2</sup> and PsykOpp<sup>3</sup>.

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<sup>1</sup> [Ønsketransporten \(onsketransporten.no\)](https://onsketransporten.no)

<sup>2</sup> [Hjem | fontenehuset](#)

<sup>3</sup> [Stiftelsen Psykiatrisk Opplysning: Psykopp](#)



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All of these organisations reach out to people who need help and provide support in various ways.

Ønsketransporten helps people who have medical limitations by providing responsible medical transport and qualified health personnel to enable them to experience things that they would otherwise not have access to. These positive experiences increase quality of life and create meaningful memories in an otherwise challenging time. Fontenehuset offers low threshold support for people with mental health challenges who need help to re-enter the workforce or academia, and PsykOpp works to normalise issues relating to mental health by raising knowledge and awareness.

In the physical health arena, we are a proud sponsor of the 3-lake race (3- sjøersløpet), a half marathon run in the Stavanger area. We encourage our employees to participate, either by running or walking in the race or by volunteering. We also support the local street magazine Asfalt, which gives people who have faced significant struggles in life a way to support themselves. Finally, we participate in the “together-for-a-job program” (“Sammen om en jobb”) as described in section 3.1.

## 2.2 Employee benefits

Sval provides industry competitive salaries based on comprehensive market benchmarking and alignment. Our goal is to ensure that salary reviews are predictable, consistent, and fair. Sval is a member of the main agreement between the Confederation of Norwegian Enterprise (NHO) and Tekna. The collective bargaining agreement covers 38% of all permanent employees.

All salaries are remunerated based on the individual position’s responsibilities, level of problem solving and competence requirements, as well as the individual’s level of competence. There are no differences in payable overtime rates and other taxable benefits for males and females. Sval employees are offered a variety of employee benefits, both financial and recreational including:

- Free mobile phone and subscription
- Free broadband - internet part
- Flexible working hours
- Offshore allowance
- On-call duty - A set % of the number of hours outside of ordinary working hours
- Vacation - 5 additional Sval days per calendar year
- Sick pay - 100% up to 12 months
- HjemJobbHjem - discount on public transport and access to Bysyklene
- Parental benefits
- A monthly allowance to cover cost of credit card, newspapers etc.
- Occupational health service - voluntary annual health examination
- Bonus scheme - based on Company’s overall performance against Objectives and Key Results (OKR’s)

Extensive insurance and pension package covering:

- Employee paid Pension Plan
- Disability Pension
- Survivors pension (Children and spouse pension)
- AFP early retirement pension
- Personnel insurance (Lump-sum compensation)
- Travel insurance work and leisure, family coverage
- Health insurance, family coverage



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## Employee welfare

At Sval, we place a high priority on wellbeing and mental health. Our commitment to our employees' overall wellbeing includes health insurance covering physical and psychological services for the employee and for their immediate family members. In addition, we provide access to a qualified, external coach to discuss both professional and/or private matters as needed. We firmly believe that flexible working and good work-life balance result in reduced stress levels and a more engaged workforce. In 2023 both mental and physical health were prominent topics in Townhalls and meeting forums where both external and internal speakers were invited to share experiences and knowledge relating to mental health.

To further support our employees' health and promote being an inclusive employer, Sval extended the employee's right to self-certification of sick leave to the maximum of 8 days per sickness absence case.

Under the "Team Sval" initiative, we promote our employees' physical and social well-being with the social activity group organising a variety of events throughout the year, ranging from sport and outdoor activities to quiz nights, concerts, and cinema screenings.

### 2.3 Parental leave

Sval employees are entitled to parental leave in accordance with Norwegian legislation. We provide benefits equal to full salary based on level of coverage chosen by the parents; 49 weeks with 100 % pay or 59 weeks with 80 % pay.

A total of 6% of our employees were entitled to and took parental leave in 2023: 8% female employees and 5% male employees. Females leave averaged 21 weeks, while males leave averaged 12 weeks by end of the reporting period, 31 December.

## 3 Equal opportunities

### 3.1 Diversity and inclusion

Sval Energi's diversity and inclusion commitment is embedded in our values, Code of Conduct, and Diversity & Inclusion Policy. In line with the reporting requirements related to the Norwegian Equality and Anti-Discrimination Act, (ARP) we work actively and systematically to promote equality and prevent discrimination in the workplace. Going beyond our social responsibility, we believe that diversity has a positive effect on organisational performance and results, fostering creativity, innovation, and increasing value creation.

We take pride in having a workforce comprised of 19 different nationalities and are committed to continuing to improve the gender composition in our organisation.

*See table below for female representation.*

Female representation		
	2023	2022
Share of females	36 %	39,5 %
Share of females in management	33 %	33 %
Females in Board of Directors	33 %	33 %



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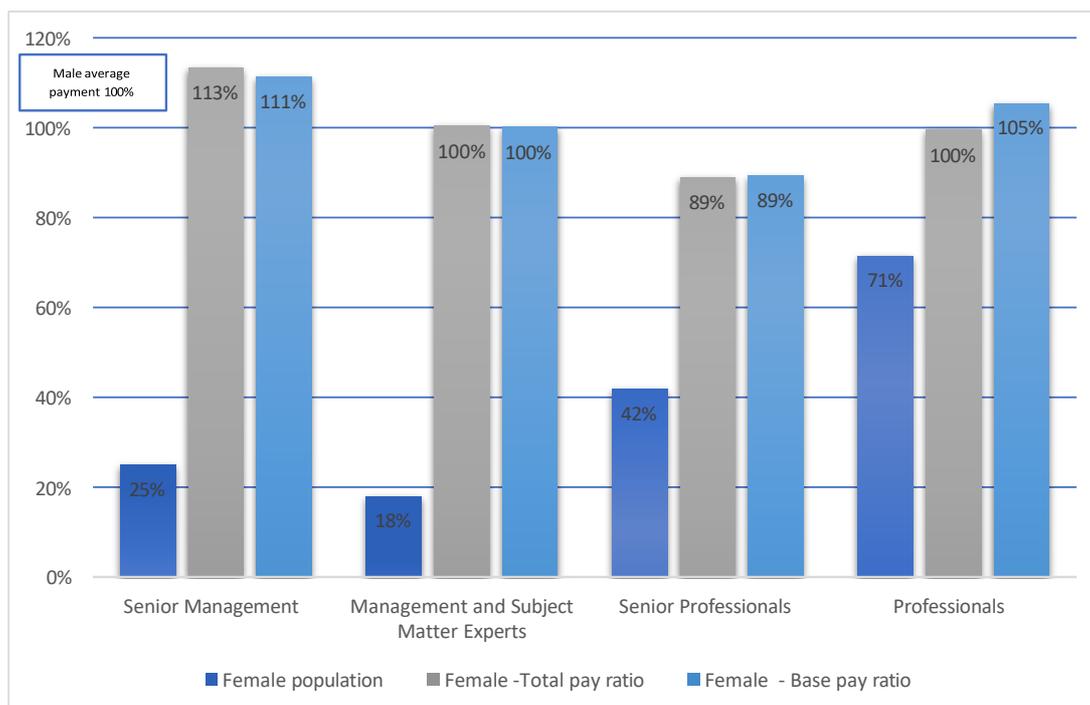
In 2023 we introduced a reporting tool to support our continuous journey towards a more diverse and inclusive workplace, in a targeted and systematic manner. This tool allowed for improved analysis and reporting of our strategic work on equality and helped to diagnose and address any potential areas of concern. As a result, we have been able to proactively implement actions where required.

From recruitment and career development to reward and promotion, we aim to ensure equal opportunities for all employees, regardless of age, gender, sexual orientation, ethnicity, marital status, religion or belief, disability, or political views.

In support of our pay policy to compensate our employees fairly and consistently, in 2023 we undertook a harmonisation project in which all jobs were evaluated and weighted to provide a robust understanding of gender related pay gaps within equal positions and seniority. This harmonisation project was completed in Q1 2023, with gender pay gaps addressed as part of the annual salary review in Q2. As a result, the pay gaps in the various employee categories are reduced in comparison to 2022.

The unadjusted gender pay gap for the organisation is 19%. This is attributed to a structural challenge: a higher proportion of males in the workforce and higher representation in senior roles, while there is a higher proportion of females in the lower paid professional roles. Analysis of the adjusted categories, recognising equal positions and seniority, reveals a lower gender pay gap.

### Ratio of payment of female to men by employee category



Diversity and inclusion training was provided across the organisation in 2023 including modules on Unconscious Bias and specifically Inclusive Recruitment for leaders.



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Additionally, Quarterly Leadership Forums were held in 2023, where diversity, equality and inclusion were a recurring topic.

Our dedication to diversity and inclusion also extended to our local community in 2023. Sval became one of the first contributors to the “Sammen om en jobb” (SAJO) in Rogaland. A program where Sval employees actively engaged in helping skilled non-Norwegian workers in their efforts to secure relevant employment. The program was completed in September with 6 of the 11 mentees our employees supported securing employment.

### 3.2 Recruitment

Our recruitment process focuses on finding people who are motivated to be a part of the energy landscape that we operate in. In recruitment and selection processes, Sval aims to achieve a diverse candidate pool, with the skills and competences required by the role, and we strive for gender diversity in our interview panels. A challenge we experience is that there is a lack of female applicants applying technical positions.

*Table below shows the distribution of new hires during the last year.*

2023 total overview of new hires from January to December		
New hire	Count	Age
Female	1	31
Male	8	33-43
Total	9	

### 3.3 Training & Development

In 2023 we implemented our individual objective planning process, wherein employees align with their leaders on their performance and development objectives for the coming year. The development objectives and the specific actions identified will be followed-up regularly throughout the year through a blend of formal and informal conversations. At Sval, we recognise that employee development is key to enabling the individual employee to fulfil their potential and the organisation to achieve its objectives. Therefore, we actively promote this link between individual development, cultivating excellence in team performance and driving company results.

Incorporating the results of our Working Environment Survey, we designed and launched a development strategy and model in 2023, which will guide our development and training processes, conversations, and activities in 2024.

We aim to create a continuous, integrated learning culture which sets our employees and our organisation up for success, thereby enabling us to collectively achieve our objectives and reach our ultimate potential. Integrated learning and development mean both maximising development opportunities in our daily work (on-the-job training), and the integration of formal training courses and learning activities. Sval Education Support Program was introduced in 2023 to provide support and sponsorship to employees in the pursuit of appropriate development and career-related education and skills.

All employees participated in regular performance and career development reviews in 2023. Our development strategy and model encourage employees to proactively drive their own development. At the same time, we believe the most important relationship in their development journey is the one they have with their leader, supporting and guiding in this process.



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To empower our leaders to support, advise, and guide our employees, we will launch a six-month Leadership Development Program for all leaders in Sval in the first quarter of 2024. The five-module program will ensure alignment across the organisation on what it means to be a leader in Sval, providing context, guidance and tools on topics including employee development, strategic leadership, diversity, and inclusion.

The Sval Young People Network was established to enable our young employees to build a strong network both internally and across the industry. Colleagues and experts are invited present topics of interest and this group has participated in several events in 2023, including seminars such as the Young Energy Conference.

## 4 Actions for 2024

During 2024 our priority is to follow up on the actions we have committed to from our working environment survey results: implementing the employee development strategy and model and improving communication and involvement so as to strengthen employee engagement, all the while working to maintain the high levels of collaboration and social harmony that we have achieved.

This focus on our culture and working environment, diversity, equality and inclusion will enable us to deliver on our ambitious strategic plans through operational excellence.

The leadership development program in Q1-Q2 will ensure our Sval leaders are aligned and enabled, driving the organisation towards achieving our objectives at the company team and individual level.

Secure competitive framework conditions and make sure we have the right focus on work life balance for all our employees going forward.

Finally, we will continue to actively engage with our local community, making a positive impact where we can through sponsorship and the participation of our employees in social support programs.



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