

EQUALITY STATEMENT FOR SERVI AS 2024

At Servi AS, we work towards ensuring equal opportunities for all. Creating an enabling work environment that promotes equality, inclusion, and diversity is one of the key focus areas in Servi Group's sustainability strategy.

1. Status of Gender Equality

Gender Balance

The tables below show the gender distribution across different types of employment:

Type of Employment	Number of Women	Number of Men	Total
Total number of employees	50	302	352
Total number of permanent staff	48	281	329
Full-time permanent staff	44	271	315
Part-time permanent staff	5	9	14
Third-party personnel	1	1	2
Apprentices	-	11	11
Temporary employees	1	8	9
Hourly wage-based employees	1	2	3
Temporarily laid off	-	-	-

The proportion of men at Servi AS is 85.8%. There are two key reasons for this. Firstly, a large portion of the workforce consists of service, warehouse, and production staff—occupations with few women. Secondly, many employees have technical backgrounds, particularly in hydraulics. Technical education tends to attract more men, which also reflects in the applicant pool for job postings. Despite these challenges, we are actively working to

increase the proportion of women in the company. In recent years, more women have been hired in administrative roles, such as finance, HR, marketing, sustainability, and quality/HSE.

Salary mapping across job categories was conducted as part of the 2023 report and will be revisited in next year's statement.

Parental Leave

The table below shows the average number of weeks of parental leave taken by women and men:

Parental Leave	Women	Men
Average number of weeks	49	14.3
Number of individuals	1	3

Five men have taken 14 days of leave in connection with childbirth. This is not included in the table above.

Involuntary Part-Time Employment

Servi AS aims for all employees to work full-time. Those currently working part-time have chosen to do so for personal reasons. Servi AS has accommodated these requests to support employee needs.

2. Our Work for Equality and Against Discrimination

2.1 Governing Documents for Equality and Non-Discrimination

Equality and the work against discrimination are described in several governing documents. These have been developed for the group and apply equally to all subsidiaries.

- **Compliance Policy:** Servi Group's compliance policy explicitly states its responsibility towards employees. We show respect for employees and their rights and offer a safe workplace with non-discriminatory conditions, as well as opportunities for professional development and personal growth.
- **Code of Ethics:** Servi Group's code of ethics covers all aspects of ethical business conduct, including equality and non-discrimination.

- **Salary Policy:** The salary policy, developed in 2021, states that Servi Group works actively and in a targeted manner towards a salary policy that promotes gender equality and prevents discrimination. Any individual salary differences within departments and occupational groups must be based on objective and justifiable grounds.
- **Leadership Handbook:** The leadership handbook includes guidelines on how managers should actively promote positive attitudes towards equality and diversity. It also provides guidance on recruitment, working conditions, promotions, and development opportunities.
- **Sustainability Strategy:** An enabling work environment that promotes equality, inclusion, and diversity is embedded in Servi Group’s sustainability strategy.

In addition, our owner, Ferd, sets several requirements for responsible business conduct. Fair and respectful treatment and follow-up of employees are among these.

2.2 How We Work to Ensure Equality and Prevent Discrimination in Practice

How We Identify Risks of Discrimination and Barriers to Equality

An important tool for identifying risks of discrimination is our employee surveys. In 2024, the surveys included detailed questions on equality and discrimination. Employees were asked to assess each individual ground for discrimination (gender, age, religion, etc.). The survey was conducted three times in 2024. Frequent surveys like these provide a solid basis for analysing and identifying attitudes that may need to be addressed. After each survey, all department managers hold meetings with their teams to review the results and consider measures where needed.

Performance and development reviews can also serve as an arena for identifying discrimination. However, this requires a high level of trust in the manager from the employee and an absence of discrimination in that relationship.

Servi Group’s whistleblowing mechanisms allow employees to report concerns in a safe manner. The employee handbook clearly outlines how reports should be handled in a prompt and respectful manner. It also clarifies the roles of managers, employees, union representatives, and safety representatives in such cases. There are also guidelines to protect whistleblowers, including the option to report directly to a law firm.

Identified Risks of Discrimination and Barriers to Equality

In the three employee surveys conducted in 2024, the question “Is the company free from discrimination regarding...?” was asked for each ground of discrimination. When asked

about discrimination based on transgender identity or expression, several respondents answered “unsure”, while 50–60% answered “yes” (that the company is free from discrimination on this basis). We will monitor the results of this question closely in the 2025 surveys.

Servi AS’s head office in Ski is located in an old building that is not accessible for wheelchair users. However, the head office is scheduled to move to new premises in March 2025. Accessibility and universal design have been prioritised in the planning of the new facilities.

Possible Causes of the Identified Risks and Barriers

The relatively high number of “unsure” responses for some grounds of discrimination may indicate that employees do not fully understand what these terms entail. This is likely due to a general lack of knowledge on the topic.

Servi Group has a high proportion of men compared to women. As described earlier in this report, there are natural reasons for this. However, gender imbalance can affect workplace culture and may give a false impression of gender discrimination. The company is clearly aware of this imbalance and is focused on increasing the proportion of women. This is, however, a long-term effort.

Measures Implemented

Servi AS conducts an annual compliance review with all employees to raise awareness about the importance of respecting colleagues and reporting any risks related to discrimination, inter alia. This was also carried out in 2024.

Servi AS strives for objectivity at every stage of the recruitment process and ensures equal treatment of candidates. All candidates are assessed based on qualities and attributes relevant to job performance. Criteria unrelated to job performance are excluded from the decision-making process. Where multiple equally qualified candidates are considered, diversity is to be given weight in the final decision.

Servi AS follows the guidelines of AKAN – the Norwegian workplace advisory centre for issues related to substance use and addiction. These guidelines help employers prevent and manage problematic use of alcohol, drugs, medication, and gambling. The goal is to support the employee and enable them to continue working. An internal AKAN contact has been appointed.

The head office in Ski has on several occasions sent job postings to NAV Nordre Follo, either before or in parallel with external advertisements. Several of our offices have hired employees in collaboration with NAV.

The company also facilitates a good work-life balance. Employees are allowed to work from home two days a week and are given considerable flexibility in managing their own work.

Planned Measures

It will be important to continue conducting employee surveys as a key source of information. Three surveys are planned for 2025. A crucial part of this work is the follow-up by managers. Each manager is responsible for reviewing the results with their team and discussing improvement measures.

To strengthen competence in diversity and equality across the group, the HR Director and COO completed a certification in diversity management in 2024. With increased expertise in this area, the company is expected to be better equipped to identify risks and implement appropriate measures. It is also important that this knowledge is shared throughout the organisation.

In 2025, a workplace culture and leadership development programme will be implemented for all managers with personnel responsibilities. Diversity and equality will be key topics in the programme.

A project has been launched to ensure equal benefits and arrangements across all company locations.

Results of the Work and Expectations Going Forward

The company is continuously working to gain deeper insight and increase knowledge. The employee surveys have provided valuable insights in recent years. This is still an ongoing effort that must be maintained, and we will continue to monitor developments in the results.

Leadership training and workplace culture development are intended to better equip managers to identify risks, prevent discrimination, and handle any incidents that may arise.

With increased internal competence and focus, we also aim to raise awareness of equality and non-discrimination. Employee awareness will be key to creating a culture where everyone feels welcome and included, and where diversity and differences are seen as strengths rather than challenges. This can lead to increased job satisfaction and loyalty among employees, as well as a more creative and innovative corporate culture. In the long term, efforts to promote equality and diversity may also lead to greater diversity in leadership and among employees.