

Fjord1



Statement regarding
gender equality

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Fjord1 has a clear goal of attracting a more diverse group of employees. We believe diversity enriches our organisation and therefore seek employees with varied backgrounds in terms of education, gender, age, ethnicity and sexual orientation. We believe that gender equality contributes to a more robust organisation at all levels, and we are making active efforts to bring in a higher number of female employees, especially among our staff working at sea.

At the end of 2023, the gender distribution at Fjord1 was as follows:

EMPLOYEES AT SEA							
Gender balance		Temporary Employees (Temps*)		Parental leave		Actual part-time	
Women	Men	Women	Men	Women	Men	Women	Men
92	877	55	451	89 weeks	623 weeks	9	7

**The Company uses many temporary workers for the daily operation of its vessels.*

EMPLOYEES ON LAND							
Gender balance		Temporary Employees (Temps)		Parental leave*		Actual part-time	
Women	Men	Women	Men	Women	Men	Women	Men
50	73	15	30	49 weeks	88 weeks	5	0

**No women on parental leave in 2023.*

The proportion of permanent female employees in the administration was 41% at the end of 2023, compared to 37% at the end of 2022. The proportion of permanent female employees on board vessels was 9.5% at the end of 2023, compared to 10.6% at the end of 2022. The percentage of female employees at sea is low, as fewer women tend to choose maritime educations. The decline from 2022 to 2023 is primarily due to the fact that several of our employee-operated kiosks, which have generally been run by women, have now become automated.

The Company's work on gender equality is enshrined in principle, procedural rules and standards:

- Fjord1 has clear guidelines for ethical conduct, reflected in the Company's "Code of Conduct".
- Fjord1 has established specific guidelines for employee follow-up, as well as guidelines for conflict management, the duty to report censurable conditions and the right to file complaints about problems in the workplace. We have policies in place to prevent harassment, sexual harassment and bullying.
- Specific rules have been established for recruitment, hiring and competence enhancement to ensure that all candidates are treated equally.
- Fjord1 has specific rules for working hour arrangements, salary and leave of absence (e.g. maternity and parental leave).



How we work to identify risks of discrimination and obstacles to equal opportunities:

- An employee survey is conducted every other year. This survey gives us a good foundation for gaining an overview of important areas such as bullying and harassment (including sexual harassment).
- The Company continuously evaluates principles, procedures and standards that apply to gender equality and equal opportunities.
- Our focus on efforts to ensure better job attendance can help uncover the risk of discrimination and obstacles to equality. The Company spends time and resources on developing competence and a better understanding of measures for better job attendance. The Company has an independent advisor in the HR department working on the matter of job attendance.
- The Health, Safety and Environment Committee (VMU) holds regular meetings during the year to provide an arena for raising issues related to gender equality. The Working Environment Committee (AMU) also has regular meetings for employees on land. In addition, there are regular meetings with the main union representatives for the six union organisations in the Company.
- Reports directly to company management on cases that involve discrimination and gender equality.

The following risks of discrimination and obstacles to equality have been identified:

- Statutory requirements regarding proficiency in the Norwegian language may at times be perceived as an obstacle to hiring people with different ethnic backgrounds. There are around ten different nationalities among the Company's employees.
- The employee survey revealed difficulties with combining family life and work for some of our employees.
- The working environment at sea is male-dominated and the representation of women is low. The language used in such environments may be experienced as problematic.

The following measures have been implemented to prevent discrimination and promote equality:

- Requirements for proficiency in Norwegian and the consequences this entails have been discussed with the Federation of Norwegian Coastal Shipping (NHO Sjøfart), which looks after the interests of the shipowners in discussions with trade unions, public authorities and other organisations.



- Increased use of flexitime and working from home to reduce the challenges of combining family life and working life.
- Proactive measures for changing attitudes in male-dominated workplace environments, especially with respect to the type of language used.
- Continuous efforts to improve shift schedules, with a focus on compressing working hours for longer periods in free shifts. We emphasize on having a range of different shift arrangements so that we can offer as many employees as possible a shift schedule that suits them.
- In 2023, Fjord1 participated in NHO Sjøfart's industry project, where the goal was to reduce bullying and harassment in the maritime industry, while also increasing the proportion of women working at sea. These efforts were aimed at gender equality and a good and safe psychosocial working environment for everyone.
- In 2023, Fjord1 contributed to the development of two working environment tools: "A Great Day at Work" and "Working Environment Aid". These are tools that have been developed by the STAMI – The National Institute of Occupational Health in Norway and the Norwegian Labour Inspection Authority. The tools are industry-specific and available to everyone in Norway. The aim is to ensure a better working environment, where equality is an important factor.
- "Ferjevettreglane" (The Ferry Code) is a campaign aimed at improving the safety of employees in the ferry industry, including Fjord1. Its purpose is to promote safety and improve living and working conditions for all employees.
- We have improved and renewed uniforms for our employees at sea. This is to ensure better quality and fit for all employees, particularly for women who until this year have not had sufficiently adapted workwear.

- In 2023, five female employees employed from Fjord1 participated in the annual conference “Women at Sea”.

Result of the work

Fjord1 works actively within the scope of Section 26 of the Equality and Anti-Discrimination Act and has zero tolerance for discrimination and harassment. The Company has a well-developed management system with routines and guidelines to ensure that all areas of the Company have the same procedures to ensure equality and to prevent discrimination. The system has routines in place for recruitment and hiring, and we use external companies to assess candidates. This is partly to ensure equal treatment. Pay and working conditions are largely governed by centrally agreed tariffs, which helps to ensure equal treatment irrespective of gender.

The Company seeks to recruit a diverse group of employees. It has been a particular goal to recruit a higher number of female employees, especially among employees at sea. We have implemented several targeted measures, both for recruitment and for retaining the employees we have. In connection with this work, it has been important to present our excellent shift schedules, which make it easier for employees to combine work and family life.

As a major company, Fjord1 is focused on helping people with various life challenges enter the work force. Through our close cooperation with the Norwegian Labour and Welfare Administration (NAV), we recruit people with different challenges from the NAV system.

The Company has good routines for reporting censurable conditions, with both internal and external whistleblowing channels.

As of 01.06.24, 25% of board members are women, and our Board Chair is a woman.





Salaries

Most employees at Fjord1 were hired with salaries determined by central collective agreements. Here, an employee's salary is based on their position, regardless of gender. This applies to all our employees working at sea.

Company employees working on land are hired with salaries determined by locally negotiated agreements. Together with the union representatives, the Company has prepared a salary matrix that distributes employees across seven different salary levels according to responsibilities, level of authority and work tasks (see table below). When an employee is initially placed at a certain salary level, their level of education and relevant experience will be decisive factors when determining the final salary at each level.

The aim of Fjord1's salary policy is to:

- Provide a basis for systematic salary determination.
- Stimulate the achievement of Fjord1's overall goals, good results, quality and necessary adjustments.
- Be a deliberate tool for recruiting, developing and retaining qualified and motivated employees.
- Ensure that all employees enjoy salary growth over time.
- Ensure coherence between salary and competence.
- Support different career paths at Fjord1.
- Stimulate compliance with the Company's values, overall ambitions and leadership principles.
- Stimulate good work performance, initiative and the efficient use of resources.
- Stimulate the targeted development of competence and skills in line with the Company's needs.
- Ensure equal pay regardless of gender.

Fjord1 uses the following criteria when evaluating salary:

- Assessment of position
- Formal competence
- Prior learning (internal and external)
- The individual's efforts and results
- Compliance with the Company's values, overall ambitions and leadership principles
- Responsibility and commitment
- Flexibility
- Development
- Cooperation

Employees at different salary levels:

Level 1		Level 2A		Level 2B		Level 3		Level 4		Level 5A	
Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
4	1	10	3	17	2	40	13	1	22	5	4

**Currently no employees at level 5B.*

Level 1-2B includes executive management and middle management groups. Level 3-5B includes professionals and other employees. There are no significant differences in pay between women and men at the different salary levels.

If we look at the average pay for men and women among employees working on land, we find that women earn only 75% of what men earn. This discrepancy is due to several factors. We have 32 employees working on land, 24 of whom are men. There are also far more men in jobs requiring technical skills, which often include personnel with engineering backgrounds. These employees generally have high salaries. Among employees working at sea, there are also differences in average salaries of women and men, where women earn 79% on average of what men earn. The main reason is that there are a higher number of male employees in management positions at sea (captains).

Florø, 25.06.2024

The Board of Directors of Fjord1 AS



Martha Kold Monclair

Chairman of the Board



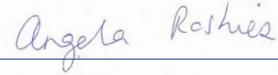
Neil Marvell

Director



David Nahoum

Director



Angela Roshier

Director



Antonie Cavaillé

Director



Eric Nasby

Director



Bjørn Sørli

Director

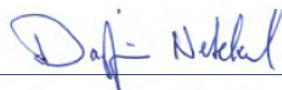
(Employee representative)



Karl Andreas Pedersen

Director

(Employee representative)



Dagfinn Neteland

CEO

Fjord1 AS