

REPORT ON EQUALITY AND DISCRIMINATION

HAV Design AS (the "Company") works for gender equality and non-discrimination based on gender, pregnancy, leave at birth or adoption, caregiving responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity and expression, and a combination of these grounds.

1. Introduction

The Company aims to be a workplace where there is full equality between women and men, and where equality and non-discrimination are integrated into the Company's principles, procedures and standards.

The following report has been prepared in accordance with Section 26a of the Equality and Anti-Discrimination Act, and processed by the Company's board of directors.

2. State of gender equality

There must be at least five of each gender in a group for the Company to be able to publish the results of the wage survey publicly. As there are 9 men and 0 women in management, the Company cannot report on the management functions..

Below is an assessment of gender differences on various parameters that are not covered by the minimum number requirement for reporting. The figures are valid as of 31 December 2022.

	Gender distribution at different job levels/groups **		Wage differences ** Women's share of men's wages is stated in NOK or percentage					
	Women	Men	Cash benefits					Fringe benefits
			Total cash benefits	Fixed salary % show diffence	Irregular additions	Bonus es	Overtime allowances	Total taxable benefits in kind
Total	6	32	CBR	77,4 %	CBR	CBR	CBR	76,9 %
Officer - Manager	0	4	CBR	CBR	CBR	CBR	CBR	CBR
Functionary	6	28	CBR	86,9	CBR	CBR	CBR	85,5 %

*CBR = Cannot be reported

Gender balance*		Temporary employees*		Parental leave*		Actually part-time*		Involuntary part-time**	
Given in number		Stated in number or percentage of all employees		Given as an average number of weeks		Stated in number or percentage of all employees		Stated in number or percentage of all employees	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
6	31	0	0	31	15	0	3	0	0

* Surveyed every year

** Surveyed (at least) every two years

There has been little change in the gender balance in the Company since last year. There were no employees who worked involuntarily part-time.

The Union representatives have reviewed the work and have the opportunity to provide input.

3. Work for gender equality and non-discrimination

3.1 Principles, procedures and standards for equality and anti-discrimination

The work for gender equality is anchored in the Company's Diversity Policy and the Group's Code of Conduct. Considerations for gender equality and non-discrimination are also included in the general personnel policy. In the Group's whistleblowing channel, "Integrity Channel," employees can report any misconduct. There were no reported cases in 2022.

3.2 This is how we work to ensure equality and non-discrimination in practice

The Company strives to create a fair working environment with equal conditions for all. Policies and guidelines apply to all employees regardless of gender or position level. It is important for the Company to meet the individual needs of its employees in order to be perceived as an attractive workplace for current and future employees. As a knowledge-based company, diversity in its workforce and an inclusive working environment are considered value-adding, contributing to increased competitiveness, and reflected in the Company's recruitment processes and HR & HSE strategy.

All employees, including those who work part-time, temporarily, or are hired through outsourcing, are informed of vacant positions through the company's intranet, in accordance with the Working Environment Act §14-1. The Union representatives are informed about organizational changes and the need for new hires at monthly collaboration meetings. The Company needs to attract expertise in its specialized field when hiring new employees. Competence and suitability are the main criteria always emphasized. Unfortunately, there are few female applicants for advertised positions in the Company as the Company's areas of expertise are typically male-dominated professions.

The Company's policies on this issue will be incorporated into the fundamental training program "HAV Basic Training Program," which all employees must complete. The work has been initiated, and it will be ready before the first group participating in the program in the spring of 2023.

The Company shall ensure that all employees have wages and conditions in accordance with applicable laws, agreements, and guidelines. The wage bill is reviewed annually in connection with the wage settlement to ensure that everyone has a market-based salary based on their competence, experience, and job level.

The Company is committed to offering good working conditions that are compatible with private life. This helps to increase job satisfaction for individuals and maintain important expertise in the Company. Therefore, working conditions are adapted as much as possible, especially when it comes to the use of parental leave. Leave does not hinder career development in the Company.

HAV House is designed for people in wheelchairs.

The Board considers that the Company is in compliance with current regulations in this area.

3.3 General risks for discrimination and obstacles to gender equality

The Company operates in a male-dominated industry, resulting in a low representation of women. The Company is committed to attract the right competence regardless of nationality, gender, sexual orientation, ethnicity, or language. This is reflected in the Company's HR strategy and is an important focus in all recruitment processes. As the industry becomes greener and more digital, there is hope that more women will choose unconventional and new educational paths in fields that the Company will require in the future, and the Company is closely monitoring this development.

There have been no reported cases of whistleblowing or other issues that substantiate discrimination or obstacles to equality in the Company.

3.4 More about risks and measures

The Union representatives and management have identified the following potential risks and barriers:

- Combine work and sound family life.
- Male-dominated industry.
- Increase female representation.

In 2022, we gained further experience in working from home and collaborating through digital tools. This makes it more easy, among other things, for parents with young children to combine work with family life when there is a need to be at home more.

Objectives

With a basis in the mapping work carried out in this field, as well as an analysis of areas that pose the greatest challenges, we have established a set of objectives to improve these areas. The measures planned for the coming year include:

1. Further developing the HR system to ensure equal treatment in relation to rules and guidelines.

2. Conducting development interviews and employee surveys. Annual initiative.
3. Conducting HAV Group's leadership development program for a new group in 2023. The goal for 2023 is also to introduce regular follow-up meetings for those who have participated in the program before.
4. Conducting HAV Group's Basic Training program, which applies to all employees. The goal for 2023 is to conduct training for two groups, one in the spring and one in the fall.
5. Contributing to changing the traditional mindset that certain professions are reserved for only men or women, including participating in career fairs and similar events. We will participate in 2-4 career fairs annually. This will be a continuous focus for the Company.

In addition, we must be proactive in conveying the exciting industry we have and the job opportunities we can offer to students before they make choices about their educational path after lower secondary school. It is therefore a goal to participate in "career days" held during the last year of lower secondary school.

6. Ensure that the Company has an inclusive work culture and policies that support work-life balance, focusing on the "24-hour human."
7. Have a strong and visible commitment to diversity and inclusion, and demonstrate this by participating in conferences, seminars, and other relevant events. Among other things, register the Company on the "She Index," which measures gender diversity in the workplace.
8. Ensure that the Company's marketing and PR campaigns are inclusive and represent a broad range of women.
9. Have a system for equal pay and a goal to increase the proportion of women in leadership positions and publish the figures to demonstrate progress.
10. Ensure that the Company has flexible working hours and arrangements for working from home, which can be especially useful for employees who, for example, are in the phase of raising young children.
11. Develop and establish a policy of zero tolerance for any kind of discrimination and harassment in the workplace. Ensure that employees are aware of the policy and know how to report any incidents.
12. To make it clear to the Company's employees that there is a system for reporting violations in this area, the corporate whistleblowing channel, the "Integrity Channel," was added to the front page of the new quality management (TQM) leadership system that the Company is in the process of introducing. Should be included for 2023.

3.5 Results of the work and expectations for the work ahead

In 2022, the Company aimed to implement 7 measures and achieve a completion rate of 90%. The result was 7 implemented measures, thus a completion rate of 100%. The completion rate in 2021 was only 25%, and with this year's result, it may indicate that the Company is on the right track and has even more focus on implementing measures that prevent discrimination and increase diversity.

Gender diversity

A total of 16% of employees are women, with 0 women being members of the management team.

Company values

In 2022, the Company's values were communicated to employees during the recruitment phase, where job advertisements included the values. The values are now displayed as screensavers and communicated in information meetings and other relevant contexts. This year's employee survey showed a significant positive increase in the number of employees who knew the Company's values, at 31.8% compared to 2021.

Agreements and guidelines

All agreements related to working conditions, benefits, and supplements to ensure equal treatment in accordance with rules and guidelines were revised in collaboration with employee representatives.

Organizational culture

The Company's leadership development program was conducted with three sessions of two days each during 2022.

Employee follow-up

The entire organization has conducted development interviews where the psychosocial work environment is one of the topics.

This year's employee satisfaction survey was conducted in September. The Company had a participation score of 76%, and a score of 3.71 out of 5 possible, which is an improvement from the previous employee survey (2021) by 1.9%.

Organizational changes and the need for new hires have also been discussed and informed in the Company's working environment committee, and monthly meetings have been established with employee representatives and safety delegates to achieve good information flow between management and employee representatives.

We continue our work to develop and retain individuals with variation in age, ethnicity, and gender, as well as to have a greater focus on preventing discrimination, harassment, sexual harassment, and gender-based violence.

Throughout the year, the Company has continued to work towards facilitating the possibility of combining remote work with attendance in the workplace, with the aim of feeling included in the work environment. Guidelines in this area were established in 2022, and it appears that the employees have integrated the ability to combine productive workdays at home and in the office into their mindset.

The employee representatives are satisfied with the existing gender equality work in the organization. However, it is important to have a strong focus on this area, hence a goal for 2023 to have a completion rate of 90% for proposed measures.

3.6 Action plan and overview of measures

The Company has conducted an assessment of diversity work together with the employee representatives and updated the action plan in this area. This forms the basis for the goals for 2023, and progress on the work will be reviewed at the monthly meetings that the management will have with the employee representatives and safety delegates in the Company.

Overall, the status of this work is good in the Company, and no areas requiring special focus have been identified for the coming year. However, it is important to have a good awareness of the relevant topics and to handle them in all areas where they are relevant.

All measures defined aim to contribute to fulfilling the goal of the equality work.

The Company's main goal for equality work is:

We shall have values and a policy that promote equality and inclusion in the Company. Our managers shall communicate and demonstrate these attitudes through their daily work. All employees shall be encouraged to create a work culture that reflects the Company's values.

Human resources areas	Background for actions	Actions	Goals for the actions
Recruitment	There are few women that applies for the different positions in the company.	<p>Awareness of hiring women where possible, as well as promoting the company, participating in job fairs, etc.</p> <p>Attend 2-4 career fairs in 2023</p> <p>Influencing educational choices should happen when students choose their direction in high school. Participate in career days.</p> <p>Summer Intern</p> <p>Work training in collaboration with NAV.</p>	<p>Diversity in general: 20% female employees in HAV Group ASA</p> <p>Diversity in top management: 20% female employees in HAV Group ASA</p> <p>Ethnicity: 20% of employees with foreign background in HAV Group ASA</p>
Opportunities for promotion and professional development.	Retaining and developing expertise in a demanding job market.	<p>HAV Academy</p> <p>HAV Lederutvikling</p> <p>HAV Basic Program</p> <p>Permisjon under utdanning</p> <p>Stipendordning</p> <p>Kurs etter behov</p>	Opportunities for building a career within the company and retaining expertise.
Compensation and working conditions.	It is important to ensure equal treatment of all agreements regarding compensation and benefits.		Ensure equal treatment.
Workplace accomodation.	<p>General focus on universal design.</p> <p>The company is an IA company and has a contractual obligation to</p>	Ensure that the website and information channels use fonts in accordance with universal design.	<p>Ensure that both employees and stakeholders feel included.</p> <p>Improve ergonomics, avoid strain injuries.</p>

	provide accommodations according to the agreement.	<p>Accommodate wheelchair users.</p> <p>Do not have activities that exclude employees with special needs.</p> <p>The occupational health service assists with office adjustments (height-adjustable desks, seating position, etc.).</p> <p>Subsidies for computer glasses.</p> <p>Treatment insurance.</p>	
Harassment, sexual harassment, and gender-based violence.	Risk assessment.	We shall have visible procedures reminding us of our routines and rules in accordance with zero tolerance for discrimination.	Everyone should feel safe and enjoy their work.
Other relevant areas (e.g. working environment).	Ensure even distribution of age.	The company shall systematically work on recruiting, developing, and retaining individuals with variation in age, ethnicity, and gender.	Have good diversity and a good balance of age and gender.