

June 2024

Archer Norway

Diversity and non - discrimination report 2023

Norway



ARP report 2023

Archer Norway diversity and non-discrimination report 2023

All Norwegian Companies are obliged to work actively, targeted and systematically to promote diversity and prevent discrimination at the workplace, according to *Aktivitets og redegjørelsesplikten (ARP)*.

Archers` policy on diversity and non-discrimination includes:

- race and ethnicity
- religion
- sexual orientation
- gender identity
- career and parental status
- national origin
- age
- marital status or any other status protected by law
- disability

This ARP report summarizes the status of our diversity and equality work. First part of the report is an overview of gender equality. Part two is an overview of how we work to focus on and improve our diversity and non-discrimination policy.





Archer AS

	Gender balance on job hierarchy		Gender Pay Gap female employees' proportion of male employees' salary in %.					
	Women	Men	Cash benefits				Non-cash benefits	
	Women	Men	Total cash benefits	Agreed /fixed salary	Allowances	Bonuses	Overtime pay	Total taxable benefits
Total	35	1580	80,2	82,9	77	0	58,7	77,2
Group 1	5	36	132,5	150	77,5		52,5	77,3
Group 2	5	533	92,1	96,3	65,7	0	84,8	79,3
Group 3	10	305	93,1	99,7	67,2		55,6	81,7
Group 4	2	155						
Group 5	0	111	na	na	na	na	na	na
Group 6	0	136	na	na	na	na	na	na
Group 7	3	68						
Group 8	9	127	99,4	95,3	112,6		122,5	100,9
Group 9	1	109						

Archer AS is the employing company of most of our offshore staff. There are 2,2% females in this company, which is an increase from 1,94% in 2022 and 1,78 % in 2021. The offshore occupations are traditionally a male dominated group. There is low use of part time and of temporary employees.

Explanations

- All the numbers are based on average salaries for women compared to men. The numbers shows female employees' average proportion of male employees' average salary in %. All groups with less than 5 women or 5 men has been anonymized.
- Agreed/fixed salary shows agreed monthly salary, and total cash benefits shows the total income including all allowances, bonuses, overtime pay etc.
- In sum there is a pay gap in Archer AS, where women are paid 80,2% in total cash benefits and 82,9 % in agreed salary compared to men. This is a positive development from 75,9% in total cash and 77,5% in agreed salary in 2021, so the pay gap in the company is decreasing.

Key reasons to the pay gap

- Average age in the female group is 34 years while average age in the male group is 45 years, which means that the female group will be lower paid according to the tariff with less seniority on the pay scale.
- There are no female employees in the management groups, which causes the total average to be less for the female population.
- The agreed salary is more equal than total cash benefits. This is because there is less use of overtime and offshore allowances in the female group. The use of overtime is relatively higher within the technical positions offshore. The technical positions are mainly held by men. This explains why the average use of overtime to be higher in the male group compared to the female group.

Gender balance		Temporary employees per 31.12.2023		Average weeks parental leave		Part time per 31.12.2023		Involuntary part time per 31.12.2023	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
35	1580	1	13	21,9	11,6	0	12	0	0



Archer Norge AS

Gender balance on job hierarchy		Gender Pay Gap female employees' proportion of male employees' salary in %.							
		Cash benefits							Non-cash benefits
Women	Men	Total cash benefits	Agreed /fixed salary	Allowances	Bonuses	Overtime pay	Total taxable benefits		
Total	103	296	75	77,6	80,4	31,3	60,2	95	
Group 1	4	7							
Group 2	13	2							
Group 3	49	80	99,7	101,7	101,3	70,3	66,6	110,4	
Group 4	7	66	90,6	92,4	99,9	416,5	35	110,9	
Group 5	17	60	94,4	95,4	92,9	141,9	34,3	98,5	
Group 6	9	68	87,9	87,1	95,2	92	519,1	119	
Group 7	4	6							
Group 8	0	7	na	na	na	na	na	na	
Gender balance		Temporary employees per 31.12.2023		Average weeks parental leave		Part time per 31.12.2023		Involuntary part time per 31.12.2023	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
103	296	9	10	0	0	1	3	0	0

Archer Norge AS holds the employment for onshore employees (office and workshop).

There are 25,8% females in Archer Norge, this is an increase from 25,3% in 2022 and 24,8 % in 2021. The use of part time is voluntary, and the temporary employees are apprentices and personnel covering for employees on leave.

Explanations

- All the numbers are based on average salaries for women compared to men. The numbers are female employees' average proportion of male employees' average salary in %. All groups with less than 5 women or 5 men has been anonymized.
- Agreed/fixed salary shows agreed monthly salary, and total cash benefits shows the total income including all allowances, bonuses, overtime pay etc.
- The bonus is calculated by dividing total bonus paid for each gender in each group, divided by total number of employees with that gender in the same group. As the female groups are smaller that has created higher average bonus for women in some groups compared to men.
- In sum there is a pay gap in Archer Norge AS, where women are paid 75% in total cash benefits and 77,6% in agreed salary compared to men, this is a positive development from 2021 where total cash was 70,2% and agreed salary was 76,2%, so the pay gap in the company is decreasing.

Key reasons to the pay gap

- Average age in the female group is 41 years while average age in the male group is 45 years.
- There are no female employees in the management group, which causes the total average to be less for the female population.
- The agreed salary is more equal than total cash benefits. This is because there is less use of overtime and allowances in the female group.
- As some of the female groups are quite small, we see that juniors with an entry level salary, can lower the average more in the female groups than in the male groups. In the group where you have the highest proportion of women (group 3) the agreed salary for women is higher than for men.



Archer Oiltools AS

	Gender balance on job hierarchy		Gender Pay Gap female employees' proportion of male employees' salary in %.					Non-cash benefits
	Women	Men	Cash benefits				Total taxable benefits	
	Women	Men	Total cash benefits	Agreed /fixed salary	Allowances	Bonuses	Overtime pay	Total taxable benefits
Total	30	205	75,7	95,3	80,4	31,3	60,2	95
Group 1	0	4	na	na	na	na	na	na
Group 2	7	12	120	129,7	82,5	na	74	278
Group 3	10	74	80	102,7	101,3	70,3	66,6	110,4
Group 4	5	37	87	99,1	99,9	416,5	35	110,9
Group 5	3	10						
Group 6	4	18						
Group 7	1	7						
Group 8	0	1	na	na	na	na	na	na
Group 1 offshore	0	23	na	na	na	na	na	na
Group 2 offshore	0	19	na	na	na	na	na	na

Employees within Archer Oiltools AS are office employees, workshop employees and offshore workers.

There is 13 % females in this company which is an increase from 11,63% in 2022 and 10,63% in 2021. The average age for both men and women is 40. There is low use of part time and of temporary employees.

Explanations

- All the numbers are based on average salaries for women compared to men. The numbers are female employees' average proportion of male employees' average salary in %. All groups with less than 5 women or 5 men has been anonymized. Several groups in Archer Oiltools has less than 5 in one of the genders, but to be able to compare with the other Archer companies we have kept the same position levels.
- Agreed/fixed salary shows agreed monthly salary, and total cash benefits shows the total income including all allowances, bonuses, overtime pay etc.
- The bonus is calculated by dividing total bonus paid for each gender in each group, divided by total number of employees with that gender in the same group. As the female groups are smaller that has created higher average bonus for women in some group.
- In sum there is a pay gap in Archer Oiltools AS, where women are paid 75,7% in total cash benefits compared to men, which is an increase from 71,3% in 2021. However, in agreed salary the pay gap is significantly less than in total cash benefits with 95,3%, which is an increase from 91,7% in 2021 %, so the pay gap in the company is decreasing.

Key reasons to the pay gap

- There are no female employees in the management groups, which causes the total average to be less for the female population.
- The agreed salary is more equal than total cash benefits. This is because there is less use of overtime in the female group.
- In some groups in this company women have higher salary than men, mainly due to a higher seniority among the women in these groups compared to the men. In other groups men have higher seniority than the women, which gives the opposite picture.

Gender balance		Temporary employees per 31.12.23		Average weeks parental leave		Part time per 31.12.23		Involuntary part time per 31.12.23	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
30	205	0	7	0	11	1	3	0	0



Archer Consulting AS

	Gender balance on job hierarchy		Gender Pay Gap female employees' proportion of male employees' salary in %.					
	Women	Men	Cash benefits				Non-cash benefits	
	Women	Men	Total cash benefits	Agreed /fixed salary	Allowances	Bonuses	Overtime pay	Total taxable benefits
Total	12	56	84,1	88,4	81,3	0	0	103,2
Group 1	0	0	na	na	na	na	na	na
Group 2	0	2						
Group 3	6	18	98,4	98,9	124,5	0	0	83,3
Group 4	6	33	79,1	87,1	64,9		0	117
Group 5	0	2						
Group 6	0	1						
Group 7	0	0	na	na	na	na	na	na
Group 8	0	0	na	na	na	na	na	na

Employees with Archer Consulting AS are office employees and offshore workers. Average age in the female group is 42 years while average age in the male group is 44 years.

Explanations

- All the numbers are based on average salaries for women compared to men. The numbers are female employees' average proportion of male employees' average salary in %. All groups with less than 5 women or 5 men has been anonymized. Several groups in Archer Consulting has less than 5 in one of the genders, but to be able to compare with the other Archer companies we have kept the same position levels.
- Agreed/fixed salary shows their fixed monthly salary, and total cash benefits shows the total including all allowances, bonuses, overtime pay etc.
- The bonus is calculated by dividing total bonus paid for each gender in each group, divided by total number of employees with that gender in the same group. As the female groups are smaller that has created higher average bonus for women in some group.
- In sum there is a pay gap in Archer Consulting AS, where women are paid 84,1% in total cash benefits compared to men. We see that the trend also here is that the pay gap is smaller when you look at agreed salary compared to total cash. This is the first year that Archer Consulting is included in the report, so we do not have the historical data to compare with.

Key reasons to the pay gap

- The agreed salary is more equal than total cash benefits. This is because there is less use of overtime and offshore allowances in the female group.
- As some of the female groups are quite small, we see that juniors with an entry level salary, can lower the average more in the female groups than in the male groups.

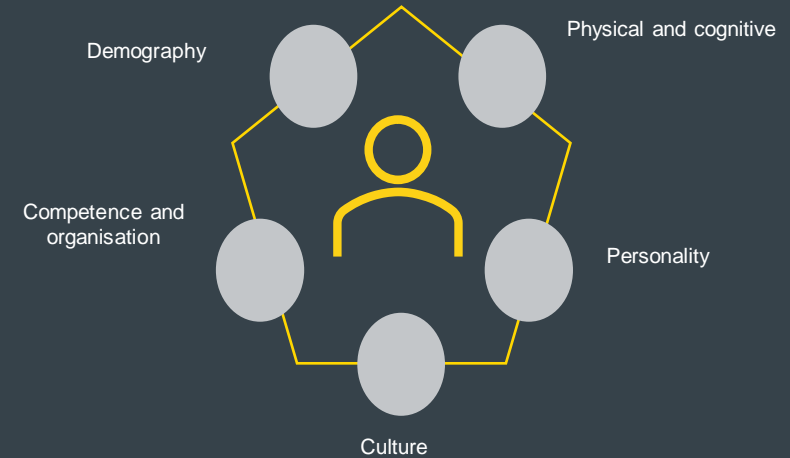
Gender balance		Temporary employees per 31.12.23		Average weeks parental leave (or the 2023)		Part time per 31.12.23		Involuntary part time per 31.12.23	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
12	56	5	19	0	0	1	1	0	0



Part 2:

Our work to promote diversity

- Our focus to diversity is based on the company's strategies, policies and guidelines.
- Company policies and Code of Conduct contains guidelines to prevent discrimination, harassment, sexual harassment and violence.
- An accompanying and anonymous whistleblowing system is established .
- Archer Norway employees represent 26 different nationalities per end of 2023. This is an increase from 24 nationalities in 2022.
- The recruitment policy and process is set up to secure equal opportunity and diversity.



Diversity



Diversity and non - discrimination

- A team of 6 is created with 3 members from HR and 3 members representing the employees.
- The team has reviewed the company's policies and guidelines within recruitment, compensation and benefits, working conditions, promotion practices, employee development opportunities, the duty to facilitate and work-life balance.
- The team have mapped diversity risks, analyzed causes, created action plans, and evaluated results from previous action plan. The table on slide10 is a summary of this.





ARP report 2023 – part 2

Employee Survey

Archer employees at all locations was asked to rate several statements. The section for diversity included the following statements:

- I feel included and taken care of at my workplace
- At my workplace, everyone has the same possibilities
- At my workplace, we treat each other as equals
- My employer works actively to promote diversity at the workplace
- I have not personally experienced being discriminated at the workplace the last 12 months (by leader or colleague)

Action plans based on the results has been created and actioned throughout 2023.

Employee representatives are involved in planning and follow up of this survey.



Summary of risks, actions, objectives, status and results

Area	Risks/background	Actions	Objective	Status	Result
Recruitment	Our industry is male dominated, it can be a risk that we recruit to little diversity into the company	Add a text in all our vacancies where we encourage diverse applicants to apply. Show more diversity in the pictures we use in our communication.	Increase diversity in the candidates that apply and also in the company. Reach 7% female share of employees within 2025 and 10 % within 2030.	Text has been added by default to our vacancies, new pictures are used. Focus on awareness in the recruitment process.	In total in the 4 Norwegian companies our share of female employees per 31.12.2023 is 7,77%. This is an increase from 6,6% in 2022 and 5,9% per 2021. Archer Consulting is only included in the numbers for 2023.
Promotion and development opportunities	Our industry is male dominated, it can be a risk that we promote to little diversity into the management.	Training of line managers onshore related to diversity.	Improve awareness among the line managers.	Training within employment law done for line managers onshore.	Group 5, 6 and 7 have a higher number of female employees onshore in 2023 compared to 2021.
Pay and working conditions	There is still a gender pay gap in Norway, that may pose a risk in our salary determination process	Review our processes for salary determination during recruitment and the annual salary review process.	To ensure that there is no discrimination in the salary determination process.	High focus on this in the salary review process for 2022 and 2023. Continued focus for 2024.	The pay gap analysis shows that the pay gap between the genders is decreasing. In Archer AS it is 4,3% less than in 2021, in Archer Norge it is 4,8% less and in Archer Oiltools it is 4,4% less in 2023 compared to 2021.
The duty to accommodate	There is not much use of religious symbols or clothes.	We are showing tolerance and acceptance for this to ensure our staff is comfortable with using religious artefacts.	Ensure that employees of all religions are comfortable in Archer.	Action plans created and conducted per division after the employee survey in 2022.	Higher focus on our branding as a diverse company, shows for example on LinkedIn.
Possibility to combine work and family life	As our industry is male dominated, there might be a risk of discrimination against young women with regards to combining family life with work.	Training of line managers to ensure that they are familiar with regulations in this area.	Improve awareness within the group of line managers.	Training within employment law done for line managers onshore.	In total in the 3 Norwegian companies our share of female employees per 31.12.2022 is 7,77%, which is an increase of 1,1% during 2023. 2023 numbers includes Archer Consulting.
Harassment, sexual harassment and gender-based violence	There is a risk that we do not capture working environment challenges as early as possible.	Include areas about or working environment as a permanent part of the performance management process. Training and communication of the Code of conduct and whistleblowing routines.	Capture challenges around the working environment to also be able to improve on this area. Raise awareness of whistleblowing routines.	Continued focus with training in code of conduct of all new hires.	Whistleblowing channels still not known amongst all our employees, needs to be a continued focus.

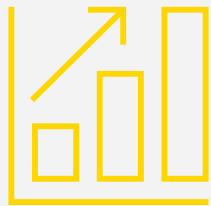


Inclusion & Diversity on the agenda

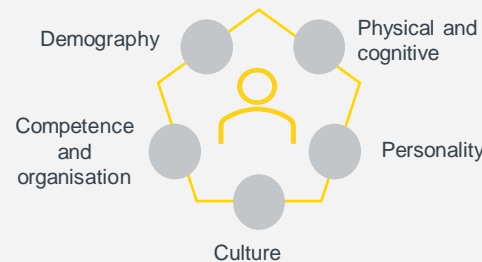
Inclusion & Diversity goals 2022 - 2030

Our Core Values and company culture aim for an inclusive work culture strengthened by a diverse workforce, and with no intentional or unintentional discrimination.

Our focus areas for 2022 – 2030:



Increase share of female employees, also within management positions



Raise awareness on diversity in the company



No discrimination in the recruitment and hiring process (avoid gender pay gap)