

Policy

Diversity, Equity and Inclusion

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Aker BP recognizes a talented and diverse workforce as a key competitive advantage. This policy shall ensure that diversity is promoted, managed and provide inclusion to all (including potential) employees, irrespective of their gender, linguistic ability, race, ethnic origin, physical and mental ability, age, nationality, sexual orientation, religion or belief, marital status, or socio-economic status. Aker BP oppose all forms of unlawful and unfair discrimination.

This policy and principles shall govern everyday working life and cover matters as: recruitment and selection; access to leadership opportunities; access to learning and development opportunities; succession planning and talent management.

Aker BP is committed to seeking and retaining the best human talent to ensure optimum business growth and performance. Diversity management benefits individuals, teams, our company, and our business partners. Our business success reflects the quality and skills of our people, and by managing diversity, equity and inclusion more closely we will better enable reflection of our industry and business issues to be solved

The aim is to make Aker BP an organization where people feel involved, respected and connected – where the richness of ideas, backgrounds and perspectives are leveraged to create business value.

Ownership

- The owner of Aker BP Diversity, Equity, and Inclusion policy is SVP People & Safety.
- The Executive management team (EMT), People & Organisation and all our leaders are commitment and accountable for maintaining focus on diversity, equity and inclusion.
- We expect all our employees in Aker BP to value diversity and equality and contribute to continue building a truly inclusive culture.

1.1 Diversity, Equity and Inclusion Principles

Diversity means all the ways we differ. It includes visible differences such as age, gender, ethnicity, and physical appearance, as well as invisible differences such as thinking styles, religion, nationality, sexual orientations and education. Our diversity encompasses differences in gender, age, nationality, thinking style or socio-economic status.

Aker BP acknowledges that equal rights do not always give equal opportunity and strives to level the playing field. Diversity, equity, and inclusion are focus in all our talent and people processes.

Inclusion means creating a working culture where differences are valued and used; where everyone can develop skills and talent consist with our values and business objectives. The aim is to make Aker BP an organization where people feel involved, respected and connected – where the richness of ideas, backgrounds and perspectives are leveraged to create business value.

Aker BP believes in treating all people with respect and dignity. We strive to create and foster an environment in which all individuals realize their maximum potential within the company, regardless of their differences.

We are committed to employing the best people to do the best job possible. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity well, makes us more creative, flexible, productive and competitive.

Implementation of diversity, equity and inclusion

Managing diversity and inclusion is a continuous process of improvement, not a one-off initiative.

Diversity, equity and inclusion is built into all our people processes.

- Aker BP believe that employing a diverse workforce provides us with valuable knowledge for understanding our industry and business. Aker BP recruit people based on merit and suitability for the role only.
- Aker BP provides equal opportunities to all employees and rewards excellence. All employees are promoted and rewarded based on their performance only.
- Succession planning is focused purely on the employees' ability to do the job
- Diversity training is part of the induction process for managers and included in selected development programs.
- All managers should be trained in leading diversity to ensure that employees are treated fairly and evaluated objectively.