



Specification

Diversity and Inclusion Policy

Document no.: 73-001511
Rev. no.: 1.0
Date: 2021-03-02

	Diversity and Inclusion Policy		
	Doc. no.: 73-001511	Rev. no.: 1.0	Page: 2 of 5

About this document

Purpose	Clear principles for how to manage and improve diversity and inclusion in our company. Building and maintaining diverse and inclusive teams will lead to improved performance, better insight in decisions and a higher degree of innovation and robust solutions.
Valid for	All employees, but especially managers and P&O when performing recruitment and building succession
Revision Period	2 Years
Non-conformity/ Deviations	If unable to comply with requirements stated in this document, process for deviations and non-conformity applies.

Role	Name
Owner	Bergman, Brit Tone
Verifier	Sande. Terje
Coordinator	Bergman, Brit Tone

Rev.no.	Date	Description of Change
1.0	2021-03-02	New governing document for Aker BP

Table of Contents

1	Purpose	4
2	Principles	4
3	Recruitment and Selection	5
4	Learning and Development	5
5	Talent Management and Succession Planning	5
6	Measurable Objectives	5

1 Purpose

Aker BP recognizes a talented and diverse workforce as a key competitive advantage. The purpose of this specification is to promote and manage diversity 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. We oppose all forms of unlawful and unfair discrimination.

These specifications aim to go beyond statutory equal opportunities policy and embrace diversity and inclusion as part of the company's strategy to source, retain and manage unique talent, skills, knowledge and experience. They will govern everyday working life and cover such matters as: recruitment and selection; access to leadership opportunities; access to learning and development opportunities; succession planning; and talent management.

2 Principles

Diversity means all the ways we differ. It includes visible differences such as age, gender, ethnicity and physical appearance, as well as underlying differences such as thinking styles, religion, nationality, sexual orientation and education.

Inclusion means creating a working culture where differences are valued and used; where everyone can develop skills and talents consistent 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 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 and inclusion more closely will enable a better reflection of our industry and business issues to be solved

- Aker BP shall maintain focus on both diversity and inclusion, fully supported by Executive Management, P&O and all our leaders
- 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
- Our diversity encompasses differences in gender, age, nationality, thinking style or socio-economic status. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive
- Diversity training shall be part of the induction process for managers and included in selected development programs
- Aker BP will, as far as possible, provide flexible working arrangements to suit the circumstances of all our employees. This is regulated through our personnel handbook
- Managing diversity and inclusion is a continuous process of improvement, not a one-off initiative

3 Recruitment and Selection

- Aker BP recruits people based on merit and suitability for the role only. We believe that employing different genders, age ranges and national backgrounds provides us with valuable knowledge for understanding our industry and business
- However, all recruitment shortlists shall be diverse and by challenging headhunters and ourselves to have a diverse shortlist we know we have the breed of talents to choose from

4 Learning and Development

Aker BP provides equal opportunities to all employees through defined learning and development initiatives, including but not limited to training; leadership development; external programs; mentoring programs; internal assignments and work experience; and job rotation.

5 Talent Management and Succession Planning

- Aker BP rewards excellence, and all employees are promoted based on their performance only. All managers shall be trained in managing diversity to ensure that employees are treated fairly and evaluated objectively
- Succession planning is focused purely on the employees' ability to do the job

6 Measurable Objectives

Overall target on Diversity & Inclusion will be reflected in Corporater

- Diversity distribution across management and professional roles (implies targeted improvement for different teams/departments)
- Diversity reflected in shortlists on all internal and external recruitments as well as successions
- Specific target to increase the proportion of women to at least 30% within 2030
 - External recruitment into the company must represent 50/50 as a minimum on gender