



Group Policy

Sustainable Operations

GENDER EQUITY

Policy owner: CHRO
Approver: CEO

Valid from: 10 March 2021
Last updated: 10 March 2021

Gender Equity

1 The purpose of this policy is

To set out Grieg Seafood's principles in ensuring that we maintain a gender equity based approach to all our organizational operational activities.

2 Policy statement

Grieg Seafood is committed to supporting gender equity in the workplace. We aim to ensure that all our staff have the same opportunities, rights and respect, regardless of their gender.

To ensure fairness, strategies must often be available to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men.

3 Our principles

- Ensure our workplace provides equitable opportunities for our male and female employees, and foster an organizational culture which supports gender equity.
- Promote a family-friendly workplace for men and women through the following activities:
 - Parental leave options for both men and women.
 - Flexible working arrangements for staff.
 - Working from home options for staff.
- Create an equitable, respectful, and enabling environment for men and women within the organization through the following activities:
 - Ensuring that there is gender representation in all cross-functional teams, interview and assessment panels.
 - Ensuring that gender equity exists with regards to remuneration of employees.
 - Seeking opportunities to encourage gender diversity in traditionally gender-typical positions.
- Demonstrate gender equity social responsibility through the following community related activities:
 - Requiring our suppliers to support our principles through our Supplier Code of Conduct.
 - Ensuring senior representation on external networks that address gender equity issues.
 - Support external organizations that demonstrate gender equity.

4 Definitions

Gender Equity: Gender equity is the process of being fair to women and men in decision making and the provision of resources and the addressing of imbalances. Gender equity recognizes that within all communities, women and men have different benefits, access to power, resources, and responsibilities.

Gender Equality: Gender equity leads to gender equality, where there are equal rights, responsibilities, and opportunities for women and men.

5 Tracking, reporting and key performance indicator

We perform a regular review of our procedures and strategies to ensure gender equity principles are maintained.

6 Responsibility for implementing and adhering to this policy

Board of Directors

- Monitors compliance with the policy

CEO & Global Management Team

- CEO approves this policy
- Championing the policy

CHRO

- Reviewing and updating the policy
- Communicating policy organizationally
- Advising and assisting regional directors, managers and supervisors in addressing issues
- Providing regular training/awareness in relation to gender equity

Regional Directors, Managers & Supervisors

- Communicating policy to all staff
- Adhering to policy
- Addressing issues

All staff

- Adhering to policy
- Attending regular training/awareness programs

7 Related documents or references

This policy is implemented in conjunction with the following:

- Grieg Seafood Global Standard for Training & Competence
- Flexible Working Arrangements – Grieg Seafood Personnel handbook
- Working from Home Arrangements – Grieg Seafood Personnel Handbook
- Grieg Seafood Code of Conduct
- Grieg Seafood Supplier Code of Conduct
- Grieg Seafood Human Resources Strategy