

Nofima's Plan for Equality and Mapping Salary Equity 2023-2025

Nofima is working actively to advance equality and diversity in the organisation. This is reflected in our ethical guidelines and personnel management and is documented in reports, both internally and externally. Nofima is taking steps that aim to advance equality and diversity and avoid discrimination, both systemically and with regard to individuals and groups.

Nofima's ethical guidelines make it clear that «no harassment, intrusive behaviour or discrimination will be tolerated, whether based on culture, ethnicity, gender, religion, sexual orientation, age or any other grounds Nofima requires all its employees to treat everyone that they encounter with politeness and respect. »

Nofima delivers ongoing training and courses for managerial, administrative and professional employees. Opportunities for training and career advancement are given priority for all employees. The company aims to achieve a gender balance on all levels of the organisation, and female employees are encouraged to seek administrative positions.

Nofima has an equal pay policy, and the company's internal routines in Nofima's Personnel Manual describe the criteria for how pay levels are determined. Diversity and equality in recruitment processes are described in our manual.

HR delivers an annual report to the board and leadership group on the gender balance in the organisation, the distribution of female and male leaders on various levels, differences in salaries, and the percentage of speakers of minority languages.

Responsibility and Organisation

All leaders in Nofima are responsible for advancing the work on equality and diversity.

The top management team has the overall responsibility for ensuring that no form of discrimination takes place. The top management team must ensure that reports will uncover systemic discrimination and that adequate training will be given to all leaders.

HR is responsible for monitoring recruitment, career development and salary placement, regardless of culture, ethnicity, gender, religion, sexual orientation, age or any other grounds. HR is to ensure that reports are delivered on a suitable level so that any discrimination may be discovered. HR has the responsibility for updating this plan.

This document aims to address the activity duty of employers in relation to the Equality and Anti-Discrimination Act's § 26. Moreover, the document addresses the Equality and Anti-Discrimination Act's § 34 which requires that women and men in the same undertaking are to receive equal pay for the same work or work of equal value.

Competency Initiatives and Career Opportunities

Nofima gives high priority to competency enhancement for our employees. This has long been the case with regard to management, project leadership and individual plans for both scientific personnel, engineers and other technical-scientific personnel. An employee survey which was conducted in the autumn of 2021 indicates that Nofima's employees feel that they have good opportunities for development in the organisation. There was no difference in the answers with regard to gender. This suggests that men and women all feel that they have good opportunities for development in Nofima.

Nofima Young is a network for all employees under the age of 36 and is co-ordinated by HR. Nofima Young is to help employees form contacts across Nofima, create networks, make young Scientists more visible and support them with career guidance.

Nofima is working systematically with the development and training of management on all levels in the organisation. Management training is obligatory for all those who have responsibility for personnel and is offered to project leaders.

Competency enhancement will be further strengthened in the future, and work with various career paths will be highlighted to a greater extent than hitherto. A special programme for end-of-career personnel is to be established in order to motivate more people to stay in work longer.

Gender Balance on Management Levels

It is important for Nofima to have a good gender balance on all decision-making levels. For this reason, Nofima has worked actively to motivate women to choose a career in management. The initiatives that have been carried out have been successful, and the percentage of women on all levels of management is high.

There are three management levels in Nofima. Level 1 is the highest and includes the CEO. Level 2 reports to the division directors, and Level 3 comprises other management personnel.

Status:

Management positions	Balance (W/M)	Goal 2025
Level 1	50/50	50/50
Level 2	63/38	50/50
Level 3	50/50	50/50

Initiatives:

- Continue initiatives that have functioned as intended, inter alia competency enhancement and internal follow-up.
- Maintain the share of women on management levels 1 and 3.
- Increase the share of men on management level 2.

Nofima works actively to identify employees who would be comfortable leading complex processes and being responsible for other personnel. This group is offered courses and training to nurture good management candidates in the future.

Gender Balance Scientists and Advisers

It is important for Nofima to ensure gender balance and diversity among our scientists. Different perspectives contribute towards high quality, increased legitimacy, better results and more effective collaboration on our projects. In addition, we aspire towards a positive development that also satisfies the need for a good gender balance in the future. This entails that we look at gender and age distribution to be in a position to predict a potential gender imbalance and take relevant steps at the earliest opportunity.

The recruitment pool in Aquaculture and Seafood is male dominated, while women are over-represented in Food Science. For Nofima, this means that we also prioritize gender balance within the various branches of research.

Status scientific positions:

Nofima has chosen to place scientific personnel in two categories:

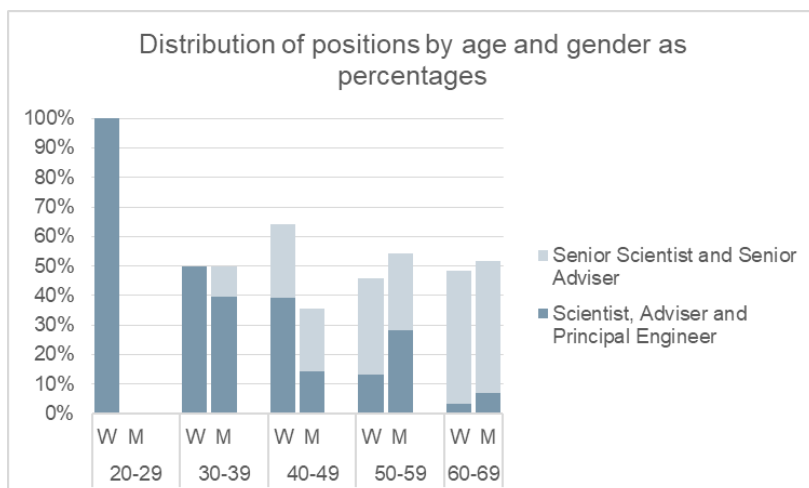
1. Scientist, adviser and principal engineer
2. Senior scientist and senior adviser

This categorization is based on competence requirements, value creation and position level. Employees with a doctorate will often advance to senior scientist or senior adviser as part of their research career as they gain more experience and enhanced competency. It is important that this career development should also reflect a good gender balance, which Nofima has in research positions.

Share	Balance W/M	Goal 2025
Scientist, adviser and principal engineer	56/44	50/50
Senior scientist and senior adviser	51/49	50/50

Age Distribution:

The distribution in the various age categories is good, and the gender balance when it comes to choosing a career as scientist shows that Nofima's policies thus far have functioned as intended. If we look at the youngest age group, we see that Nofima has recruited mainly female scientists. This reflects a societal trend. When Nofima recruits older research personnel the balance is more even.



Initiatives:

- Prolong initiatives that have functioned as intended, inter alia competency enhancement and internal follow-up.
- Monitor the development of gender balance in recruitment in order to prevent any future imbalance.

Publications

The number of publications is a good indicator for the development of a career in research. Nofima monitors gender balance in publications. Nofima has a good gender balance as regards publications.

Publications	Balance W/M	Goal 2025
Scientific Publishing	52/48	50/50

Initiatives:

- Continue to monitor gender balance in publishing.

Doctorates

The ratio of male and female scientists with a doctorate is an important indicator to predict the future development of careers in research. Nofima wants a good gender balance also in the number of doctoral degrees. Nofima has a slight preponderance of women with a doctorate.

Share of doctorates	Balance W/M	Goal 2025
Scientists/scientists with doctorates in leading positions in the institute	53/47	50/50

Nofima is responsible for supervising a number of PhD candidates. Some of these work for Nofima, while others only spend their fellowship period with us. PhD candidates are an important resource for

Nofima, and an important factor in Nofima's contribution towards developing Scientists in relevant fields and for future recruitment. The gender balance among research fellows is therefore relevant when the situation regarding future availability of candidates is evaluated.

Initiatives:

- Prolong initiatives that have functioned as intended, inter alia competency enhancement and internal follow-up.
- Monitor the development of gender balance in recruitment to prevent any future imbalance.

New Doctorates	Balance W/M	Goal 2025
The number of new doctorates by people associated with the institute	50/50	50/50

Initiatives:

- Continue to monitor the gender balance in new doctorates.

Engineers and other technical-scientific personnel

A significant number of Nofima's employees do practical work in close collaboration with Scientists. This is work in laboratories, processing facilities and on sites. It can be a challenge in the future that the vast majority of people that are being trained in Nofima's major recruitment areas are women.

Share	Balance W/M	Goal 2025
Engineers and other technical-scientific personnel	53/47	50/50

Initiatives:

- Examine our own processes to evaluate what can be done to attract more men to apply for these positions.

Administrative and technical operations personnel

This group comprises mainly staff and support functions. A good gender balance among the support functions will be beneficial in order to adequately accommodate the leadership and co-worker perspective. Within several of the staff areas it is mainly women who train for and choose this path. Nofima sees it as being less realistic to achieve an even gender balance in this field as long as the employment market reflects the same challenge.

Share	Balance W/M	Goal 2025
Administrative og technical operations personnell	63/37	60/40

Initiatives:

- Examine our own processes to evaluate what can be done to attract more men to apply for these positions.

Balance between work and private life / Work- life balance and organisational culture

Nofima is committed to facilitating a good balance between work and leisure for our employees. This is an important prerequisite for equality.

Nofima has flexible working hours and makes it possible for our co-workers to take time off In lieu of overtime. We do not expect employees to respond to emails or other messages from the employer after ordinary working hours or at weekends, unless they have a special role which requires them to be available in critical situations. With the exception of some trips abroad, Nofima does not demand weekend travel and works hard to minimise the total amount of time spent on journeys. Meetings rarely go past ordinary working hours.

In cases of sickness, Nofima pays the full salary for up to one year. This means that salary above approximately NOK 700.000,- (6G) is covered by Nofima (salaries up to approximately NOK 700.000,- is covered by the Norwegian Labour and Welfare Administration by law). If an employee needs time off for shorter periods, for example in connection with introduction in kindergarten, first school day, meetings in school or kindergarten, pre- and post-natal appointments, death or funerals, we can give two weeks paid leave per year or one month with half pay.

Nofima gives paid leave for breastfeeding for up to two hours daily until the child reaches the age of one year, provided that the mother works at least seven hours a day.