

Policy

Our people



Approved by the Board of Directors of Vår Energi AS on June 25th, 2020



vår energi

1	THE IMPORTANCE OF PEOPLE	3
2	THE CULTURE OF DIVERSITY	4
3	VALUING PEOPLE	5
4	KNOWLEDGE AND TRAINING	6
5	REMUNERATION	7
6	INTERNAL COMMUNICATION	8
7	ORANIZATIONAL WELL-BEING	9



1 THE IMPORTANCE OF PEOPLE

1 THE IMPORTANCE OF PEOPLE

PEOPLE ARE AN ESSENTIAL AND KEY FACTOR FOR THE VERY EXISTENCE OF THE ORGANIZATION, AND THE COMPANY CAN ACHIEVE ITS OBJECTIVES ONLY THROUGH THE COMMITMENT AND EXPERTISE OF ITS EMPLOYEES.

Vår Energi is committed to upholding the rights recognized in the “Universal Declaration of Human Rights” in the areas in which it operates, condemning any behaviour against those principles and promoting actions inspired by honesty, integrity and respect.

Vår Energi safeguards and promotes human rights, as they are inalienable and fundamental rights of all human beings.

Vår Energi encourages behaviours based on mutual respect and condemns all forms of harassment in workplace relations.



2 THE CULTURE OF DIVERSITY

THE CULTURE OF DIVERSITY IS AN ESSENTIAL PREREQUISITE FOR OUR BUSINESS.

Vår Energi is committed to creating a work environment in which diversity and personal and cultural views are regarded as resources and sources of mutual enrichment, as well as a key factor for business sustainability.

Vår Energi respects the dignity of each person and provides equal opportunities without any discrimination based on race, colour, gender, religion, nationality, political preferences, sexual orientation, social status, age or any other personal condition not relevant to the work requirements.

Vår Energi supports and promotes mobility and development, which represent relevant opportunities for professional and personal growth, and encourages internal communication.



3 VALUING PEOPLE

VALUING PEOPLE, ALONGSIDE WITH PROTECTING AND DEVELOPING THE SKILLS REQUIRED TO PRESERVE THE COMPANY'S COMPETITIVE ADVANTAGE, ARE STRATEGIC FACTORS IN ACHIEVING THE OBJECTIVES OF THE COMPANY.

Vår Energi assesses work behavior, results, professional know-how, experience and potential of its staff, using the most suitable assessment systems for orienting their management and development according to the company's requirements.

Vår Energi pursues the following aims through occupational planning actions that comply with the company's strategic plan:

- best possible use of the existing skills, expertise and know-how for suitably covering each single role;
- matching needs with available internal resources.

Vår Energi attracts people with the necessary skills for satisfying the company's requirements, through a transparent and documented recruitment process based on pre-defined and uniformly applied procedures and methodology.



4 KNOWLEDGE AND TRAINING

THE PROFESSIONAL KNOWLEDGE OF EMPLOYEES IS A KEY FACTOR FOR ENSURING SUSTAINABLE GROWTH AND REPRESENTS AN ASSET TO BE SAFEGUARDED, VALUED AND DEVELOPED.

DEVELOPING A KNOWLEDGE-SHARING CULTURE IS A PRIMARY MEANS TO CONSOLIDATE THE WEALTH OF ACQUIRED KNOWLEDGE AND EXPERIENCE.

TRAINING IS A PRIMARY TOOL FOR SUPPORTING BUSINESS ACTIVITIES, ORGANIZATIONAL INTEGRATION PROCESSES AND CHANGE MANAGEMENT. IT CONTRIBUTES TO THE ENHANCEMENT OF EMPLOYABILITY OPPORTUNITIES.

Vår Energi identifies the professional knowledge required to ensure the company's growth and strives to value, develop and share this knowledge.

Vår Energi promotes the use of collaboration tools that encourage discussion and the exchange of ideas (within and outside the company), in order to stimulate contributions from our personnel and the searching for innovative solutions.

Vår Energi promotes and supports training initiatives as a means to develop skills, spread common ethical and professional values and consolidate its corporate identity.



5 REMUNERATION

FAIRNESS, VALUING EMPLOYEES AND NON-DISCRIMINATION CONSTITUTE THE PILLARS OF THE REMUNERATION SYSTEMS.

Vår Energi uses integrated remuneration systems that value acquired skills and assign employees a fair remuneration based on their level of responsibility and market conditions.

Through remuneration systems, Vår Energi aims to recognise the contribution of its employees to the achievement of the company's objectives.

Vår Energi uses specific remuneration systems to motivate and retain those employees that are most suited to its business requirements.

Vår Energi uses remuneration systems that contribute to promoting the mobility of its employees.



6 INTERNAL COMMUNICATION

INTERNAL COMMUNICATION PROMOTES A COMMON CORPORATE CULTURE, CONTRIBUTES TO THE WIDESPREAD OF STRATEGIES AND ENCOURAGES THE ENGAGEMENT OF EMPLOYEES IN ACHIEVING THE COMPANY'S OBJECTIVES.

Vår Energi strives to ensure that internal communication processes are clear, targeted and widespread. The continuous improvement of internal communication processes is ensured through contributions from our employees and feedback on the effectiveness of the communication itself.



7 ORGANIZATIONAL WELL-BEING

IMPROVING ORGANIZATIONAL WELL-BEING IS A WAY OF PROMOTING COLLABORATION AND PARTICIPATION IN THE COMPANY'S OBJECTIVES.

THE ORGANIZATIONAL SOLUTIONS GUARANTEE THE SAFETY OF WORKERS, SAFEGUARD THEIR PSYCHOLOGICAL AND PHYSICAL WELL-BEING AND RESPECT THEIR DIGNITY.

Vår Energi identifies organizational solutions for maximizing the effectiveness and efficiency of processes and promoting collaboration among employees.

Vår Energi is committed to creating a safe work environment by implementing appropriate prevention initiatives.

Vår Energi pursues solutions to support people that have suffered serious health problems, and encourages operational solutions for people with disabilities so they may carry out the assigned tasks at specially designed workstations.

Vår Energi acknowledges the need for its personnel to have a balanced work-life relationship and promotes the development of welfare policies.

