

People

Purpose

This policy outlines commitments for employees and management in the employment relationship. Vår Energi is run by people, and we achieve our objectives through the commitment and expertise of our employees. We respect the dignity of each person, and our goal is to value and develop people, foster passion, diversity, and organisational well-being. Our behaviour is based on mutual respect, and we condemn all forms of harassment in workplace relations.

This policy is applicable to all personnel working for Vår Energi ASA, hired or contracted and subsidiaries of Vår Energi ASA and sets out our expectations towards contractors, suppliers, and business partners.

Commitments

Vår Energi is committed to:

- Ensuring that people understand their individual contributions to the company's goals
- Establishing clear expectations for people in terms of their accountability and responsibilities
- Define a strategic workforce plan to identify gaps in the workforce to ensure the organisation has the people, skills, and knowledge needed to meet current and future business goals
- Creating an environment free from discrimination and harassment, including sexual harassment, where diversity, personal, and cultural views are regarded as sources of mutual enrichment
- Providing equal opportunities without discrimination based on race, colour, gender, disabilities, religion, nationality, political preferences, sexual orientation, social status, age, or any personal conditions not relevant to the work requirements
- Conducting processes with respect, equity, and inclusion, free from conflict of interest
- Implementing initiatives for a healthy work life balance
- Promoting training and awareness to all Vår Energi personnel regarding:
 - Business conduct and compliance
 - Development of skills aligned with the strategy
 - Common ethical and company values, including discrimination and harassment in the workplace
- Strengthening the corporate identity
- Promoting mobility and development as opportunities for professional and personal growth
- Implementing a fair remuneration system based on skills, responsibility, market conditions, and company objectives to motivate and retain employees
- Ensuring that internal communication is clear, targeted, and widespread across the organisation

Responsibilities

The EVP People and Communication has the overall responsibility to oversee the effectiveness of this policy. The EVP for each business line is responsible for adhering to the commitments in this policy for their respective areas.



Nick Walker,
CEO, Vår Energi



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