

# **Diversity, Inclusion & Equality Report for BW Offshore Norway AS**

2024



**BW OFFSHORE**

BW Offshore Norway AS is committed to nurturing an environment where diversity, inclusion, and equality are not just ideals, but actionable principles integrated into every aspect of the organisation. This document outlines our comprehensive approach to combating discrimination, enhancing workplace equity, and embracing the richness of diverse perspectives. It aims to provide transparency on our policies, practices, and achievements, while setting benchmarks for future progress to which we remain steadfastly dedicated.

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# Diversity, Inclusion & Equality (DI&E) at BW Offshore Norway AS

## Part 1: Our Work Against Discrimination and Promoting DI&E

The Diversity, Inclusion and Equality (DI&E) report is issued annually in accordance with the Norwegian Equality and Anti-Discrimination Act. The report describes how BW Offshore Norway AS (BW Offshore Norway) systematically works to promote diversity, inclusion, and equality within the organisation.

BW Offshore Limited (BW Offshore) is dedicated to non-discrimination and equal opportunities. We adhere to global policies and local regulations to promote diversity, inclusion, and equality across all BW Offshore entities. DI&E at BW Offshore is anchored with the Board of Directors and Senior Management team.

In BW Offshore, every individual is responsible for contributing to a positive and inclusive working environment, fostering collaboration and trust. We strive to promote respectfulness, cultural awareness, and inclusivity by cultivating a working environment where all employees are encouraged to participate and contribute. This creates a safe space for employees to express themselves, exchange ideas and feel heard, thereby encouraging openness and curiosity about others' experiences and perspectives.

### Diversity Statement

BW Offshore has a Diversity, Inclusion and Equity Policy Statement that specifically covers local workforce in locations of operation. This statement describes our dedication to promote a workplace culture that values and promotes diversity, inclusion, and equal employment opportunities. It reflects our objective to promote respectfulness, cultural awareness and inclusivity by aspiring to having a collaborative work environment in which all employees participate and contribute. The full Diversity, Inclusion and Equity Policy Statement can be found as an appendix to this report.

## **Code of Ethics and Business Conduct**

The BW Offshore Code of Ethics and Business Conduct ('the Code') is a foundational governance document and reflects, among other things, our commitment to respect the individual, uphold human rights and institute fair and ethical employment practices. The Code is publicly available on our website and is supplemented by policies and procedures, which are available in our internal Management System.

The Code applies to all our personnel, Board members, legal agents, consultants, intermediaries and others who act on behalf of BW Offshore. It also applies to companies in which BW Offshore has a majority interest (including joint ventures).

We maintain and continue to develop training and awareness campaigns to familiarise our employees with our expectations for workplace and business conduct, and to reinforce our commitment to compliance. Our initiatives include e-learning courses, intranet announcements, email communications, townhalls and policy certifications. All new joiners complete the Code e-learning, and onshore workers retake the Code e-learning annually.

## **Human Capital Policy**

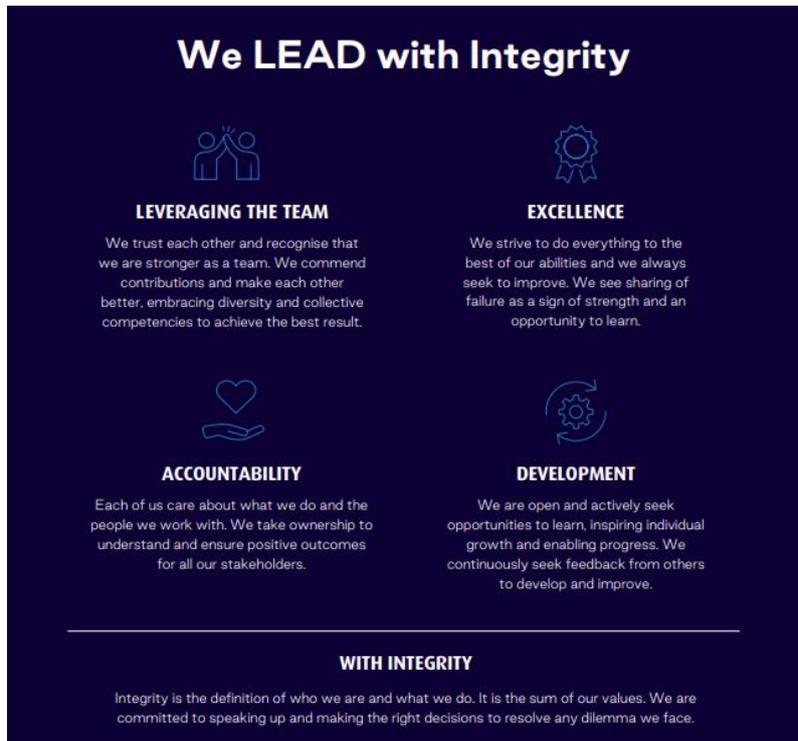
BW Offshore's Human Capital Policy emphasises the importance of creating a rewarding workplace and being an attractive employer. We expect mutual respect for employees and our company throughout all phases of employment. We strive to provide equal opportunities regardless of gender, ethnicity, age, religion, or sexual orientation, recognising both permanent and temporary employees as vital resources.

## **Human Rights and Decent Working Conditions Policy**

Our Human Rights and Decent Working Conditions Policy covers our commitment to anti-discrimination, equality, and appropriate workplace conduct, responsible sourcing, fair compensation and collective bargaining, and prohibits forced labour, child labour, modern slavery and human trafficking. The Policy is applicable to BW Offshore and anyone who works for or on behalf of the company.

## Values and Culture

At BW Offshore, we recognise the importance of diversity and inclusion in cultivating a vibrant workplace culture. Our core values, encapsulated in the phrase ‘We LEAD with Integrity,’ highlight our dedication to collaboration and integrity in achieving our goals. We empower individuals at all levels of the organisation to take ownership, develop solutions, and exhibit leadership qualities.



Building on these values, our eight leadership behaviours provide a framework that helps develop our cultural maturity and safety culture. This framework starts with trust and care, foundational for personal and team growth. Together, our values and behaviours foster a psychologically safe work environment where everyone feels valued, respected, and empowered to contribute to our success.



In our dedication to continuous improvement, we conduct a culture survey every two years to understand the organisation's pulse and align with our values and leadership behaviours.

### **Sustainability Department**

To map the way we approach, record, and improve our performance related to corporate sustainability goals, we established a new Strategic Development function led by our Chief Strategy Officer (CSO) in 2023. This function is dedicated to driving our sustainability initiatives forward. By integrating strategic planning with sustainability efforts, we aim to create a cohesive framework that aligns our business objectives with environmental and social responsibilities.

### **Speak Up**

'Speak Up' is one of the eight leadership behaviours and described in our Operational Integrity (OI) standard Element 02, Competency and Culture. Every employee is entitled and encouraged to express their opinions and concerns by choosing one or more of the available methods to Speak Up:

- Contact the Corporate Integrity department
- Talk with line manager, department head, or a trusted colleague
- Talk with local Human Capital or Legal representative
- Use the Speak Up Channel

The Speak Up Channel is hosted by an external party, enabling both internal and external stakeholders to ask questions or report concerns of a known or suspected breach of law, regulation, company policy, or ethical standard. To mitigate under-reporting, we organise regular Speak Up awareness campaigns and include information about the Speak Up Channel in mandatory e-learning courses.

**BW OFFSHORE**

Do you want to raise a compliance concern?  
**SPEAK UP**, share as many details as you have.  
 It's OK to be unsure, just be truthful in what you say or submit.

**What are you reporting?**  
 You can share a concern or ask a question.

**Who was involved?**  
 Who was involved or who may have information? This is confidential.

**When & where did it occur?**  
 If available, provide date & location. If unsure, a general timeframe & location is OK.

**Any additional, helpful information?**  
 Tell us anything you think is important. You're protected from retaliation when you raise an issue in good faith.

You can report anonymously.  
 Write down your submission details & check back for updates.  
 We may follow up for additional questions or to provide a status update.

QR code, Phone icon, Email icon

## Part 2: Progress on DI&E in BW Offshore Norway

In this section, we provide gender balance statistics for 2024, and information on how BW Offshore Norway has been working with diversity, inclusion, and equality through the year. For more information regarding the work on DI&E, please refer to our 2024 Annual Report and Sustainability Statement:

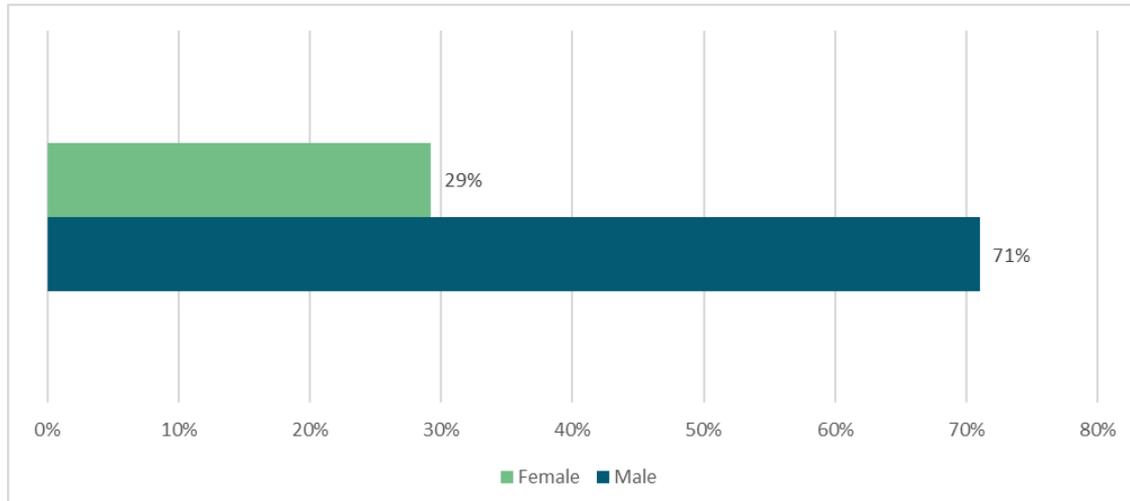
[BW Offshore - 2024 annual report](#)



## Company Total

As of 31 December 2024, the total number of employees in BW Offshore Norway was 130. Amongst these, 38 were female (29%), and 92 were male (71%).

Overall Gender Distribution



## Temporary Employees

BW Offshore Norway generally does not operate with non-permanent employment contracts as part of its regular workforce structure. However, during 2024, we had a small number of temporary employees in specific, time limited roles. Six summer assistants/interns were engaged to give them practical work experience and learning opportunities within our company. Of these, four were female and two male. Additionally, two longer-term temporary employees were hired to support specific business needs. Both positions were held by male employees.

## Part-Time Employees

BW Offshore Norway normally operates with full-time positions and employment only. However, we are flexible to find solutions if there are specific or significant reasons why any employee needs a part-time occupancy. During 2024, there were four part-time employees in BW Offshore Norway. Of the four part-time employees, two were female (50%) and two were male (50%).

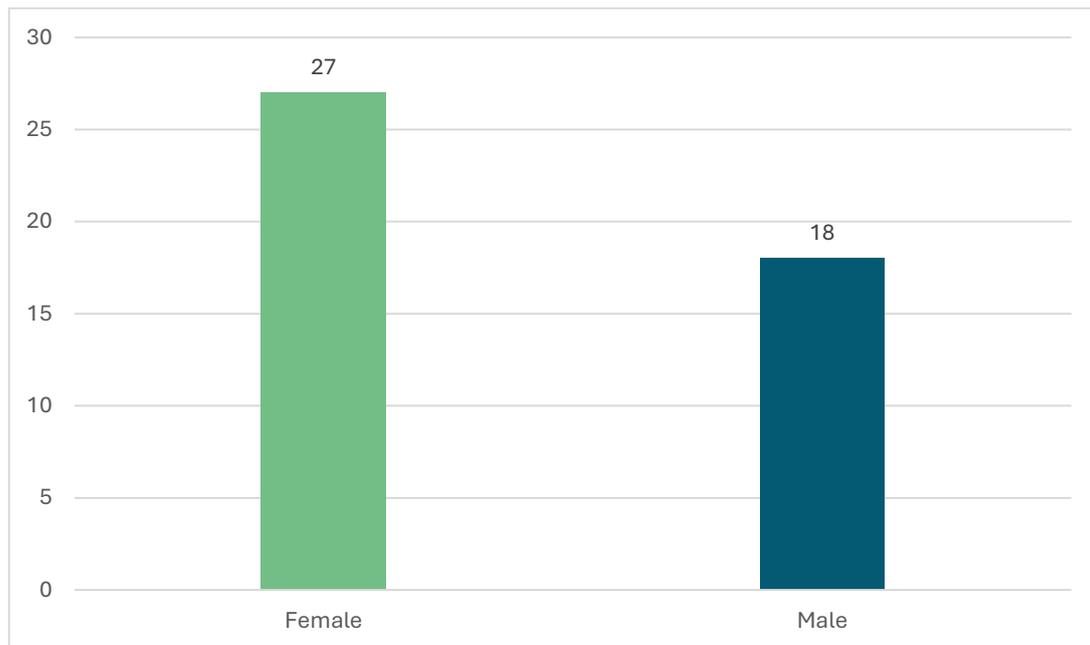
## Involuntary Part-Time

There were no involuntary part-time employees in BW Offshore Norway in 2024.

## Entitlement to and Utilisation of Parental Leave

The charts below provide an overview of the number of men and women who were entitled to parental leave, and the average number of weeks they utilised, during the reporting year 2024. We experience that all employees with the right to parental leave utilise it. There were five employees eligible for parental leave in 2024, of which two were female and three were male.

*Average Number of Weeks on Parental Leave in 2024*



The average number of weeks female employees in BW Offshore Norway were on parental leave in 2024 was 27 weeks. The average number of weeks male were on parental leave in 2024 was 18 weeks. The charts only include leave utilised from 1 January to 31 December 2024. The statistics therefore do not consider any leave that extends over two calendar years (i.e., December 2023 into January 2025).

## Job Grading and Gender Balance

BW Offshore is dedicated to gender equality, valuing diversity and fair pay, and advocating for equal opportunities in recruitment and career growth.

To identify and assess any instances of discrimination or unconscious bias, the Human Capital department, in collaboration with employee representatives and board members, has carefully discussed and agreed upon the most effective method for dividing employees into job groups. It was decided to utilize BW Offshore's existing job grading system. To facilitate the collection of representative statistical data for monitoring and reporting purposes, it was further agreed to merge two and

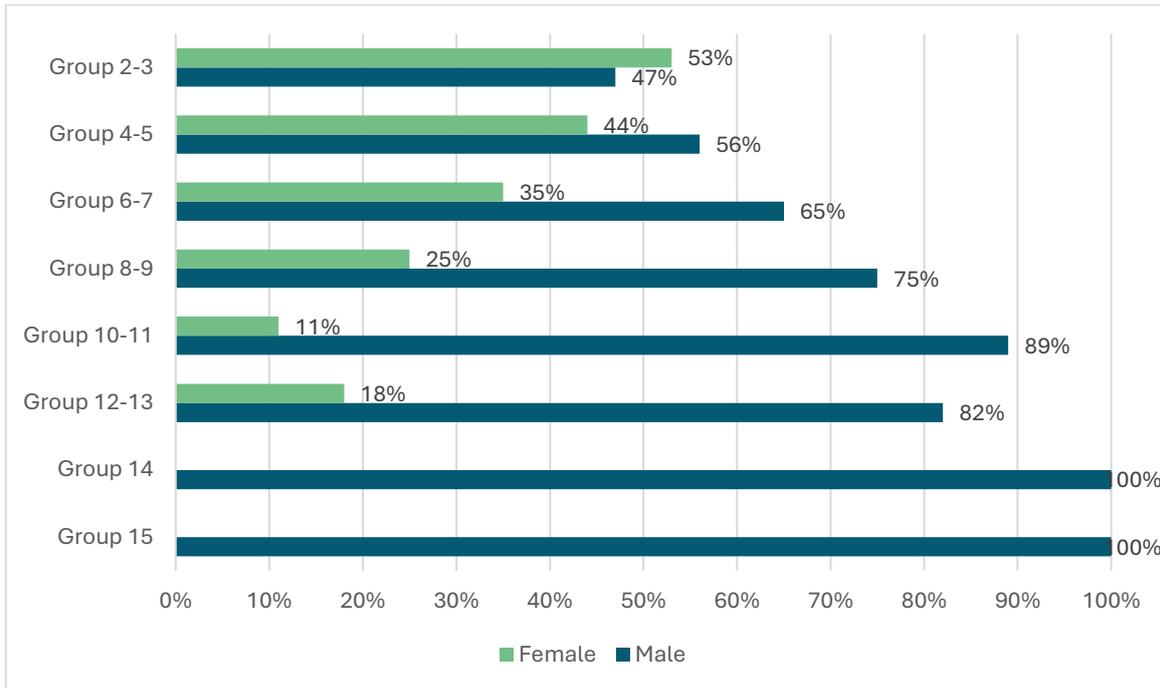
two levels together, except for groups 14 and 15. This process resulted in the creation of eight job groups

*Job Grading Structure*

<b>Group 2-3</b>	Entry level Interns, Graduates, Admin, evaluated at equal value.
<b>Group 4-5</b>	Generalists evaluated at equal value.
<b>Group 6-7</b>	Senior Generalists evaluated at equal value.
<b>Group 8-9</b>	Managers evaluated at equal value.
<b>Group 10-11</b>	Senior Managers evaluated at equal value.
<b>Group 12-13</b>	Head of Function, Vice Presidents, Senior Vice Presidents evaluated at equal value.
<b>Group 14</b>	Top Management.
<b>Group 15</b>	CEO.

Below is an overview of the gender balance in BW Offshore Norway in each of the fifteen job groups. In the lower job groups (2-5), the gender split is relatively balanced, while in the higher groups (10-15), male employees represent a significant majority.

### Gender Distribution by Job Groups



### Salary Mapping

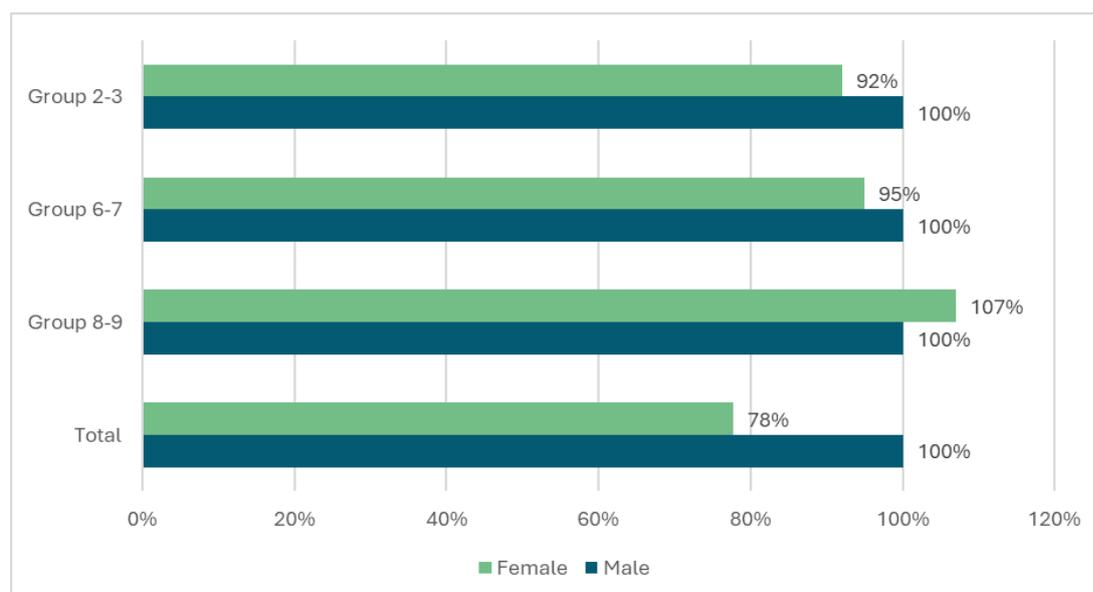
BW Offshore Norway’s wage policy is based on the company’s global compensation strategy and designed to promote fairness and transparency. BW Offshore is devoted to ensuring equal opportunities and pay for all employees, regardless of gender, ethnic background, age, religion, sexual orientation, disability or other personal characteristics.

We offer competitive compensation and benefits aligned with market standards. Salaries in BW Offshore Norway are determined based on the responsibilities of the role, the area of work, required competencies and experience.

For every new hire, a thorough benchmarking process – both internal and external - is conducted to support fair and consistent decision.

The charts below reflect data as of 31 December 2024 and illustrate the average salary of female **as a proportion** of the average salary of male within each job group. Salary statistics in job groups with less than five (5) of each gender will not be included in the report. This is to protect the employee’s identity and personal information. In the groups 10-14 there were in total less than eight women, therefore those groups are not included below. Group 15 has been excluded from the Total Salary Mapping, as it represents the CEO position only. This role holds responsibility for the global organisation rather than a single legal entity; therefore, including it in local salary comparisons would not provide a meaningful or accurate benchmark

*Proportion of Total Salary by Gender and Job Groups*



## **Compensation & Benefits**

The BW Offshore Norway wage policy is rooted in the company's global compensation strategy. We are dedicated to providing equal opportunities and ensuring fair compensation for all employees.

Our employees receive competitive compensation packages and comprehensive employment benefits. We align wages with the responsibilities of the position, work area, required competency level and experience of the individual.

We use a merit-based framework to deliver total compensation that reflects employee contributions and performance. The ratio of basic salary between women and men for permanent employees is monitored as part of the annual remuneration process.

For a full overview of the benefits available to employees of BW Offshore Norway, please refer to the attached document.

## **Compensation During Parental Leave**

BW Offshore Norway employees receive full salary and holiday pay during parental leave, inclusion in the annual salary review, and eligibility for the Variable Compensation Scheme as per terms and conditions.

## **Recruitment**

BW Offshore is dedicated to being an employer that provides challenging and motivating positions along with equal opportunities for all individuals. Our recruitment

guidelines incorporate diversity principles to promote a fair evaluation of candidates for each hiring process, aiming to enhance the diversity within our teams.

In 2024, we continued to make further advancements to our recruitment procedures, placing a strategic emphasis on Diversity, Inclusion, and Equity (DI&E) in every recruitment. We concentrated on creating job postings that are inclusive and devoid of biased language, thereby avoiding terminology that might inadvertently exclude specific individuals or groups.

In 2024, women constituted 57% of the new permanent hires at BW Offshore Norway, maintaining the same percentage as in 2023. This demonstrates a sustained commitment to gender-balanced recruitment and represents an achievement in promoting diversity.

### **Promotion, Development & Careers**

To support development opportunities and promotions within the organisation, internal applicants are given priority for vacant positions. This approach encourages a culture of growth and advancement and provides employees with opportunities to develop their careers within BW Offshore.

In 2024, four out of 11 vacant positions were filled by internal applicants, out of which, two were women. By prioritising internal candidates, we aim to retain valuable knowledge and experience within the company while encouraging the workforce to pursue professional development.

For leadership programs we invite gender diverse groups to participate. For the Explorer leadership program two participants were women and three men.

### **Culture Learning Review**

In 2024, we focused on promoting how to speak up and sharing related information. We conducted workshops and training sessions to equip employees with the skills and confidence needed to communicate openly. We also launched an internal campaign highlighting the importance of speaking up and the positive impact it can have on our organisation's growth and development.

Additionally, we revitalised our culture project and commenced planning and preparing another culture survey to evaluate our organisation's pulse. This initiative aims to capture the current state of our workplace culture and identify areas in need of improvement. The results will inform our plans for 2025, ensuring that we continue to cultivate a positive and inclusive work environment where every employee feels valued and heard.

## **We LEAD Recognition programme and celebration**

Our values, "We LEAD with Integrity," underscore our core belief that collaboration is essential to achieving results without compromising our principles. The objective is to empower and engage individuals throughout the organisation to take ownership, identify solutions, drive outcomes, and exhibit leadership.

BW Offshore's We LEAD Recognition Programme acknowledges and rewards positive behaviours. Employees may nominate colleagues for quarterly awards in various categories. In October 2024, BW Offshore celebrated its third annual We LEAD Day, featuring global engagement sessions and an award ceremony in Singapore for quarterly award winners. The theme for 2024 was Speak Up. Participants engaged in group discussions on conformity and the significance of voicing opinions. The annual We LEAD Day underscores BW Offshore's dedication to maintaining a safe and supportive workplace, fostering psychological safety through open communication, learning from failures, and continuous improvement.

## **Diversity & Inclusion Events**

Throughout 2024, BW Offshore continued to acknowledge diversity in various ways in relation to global events such as International Women's Day and Pride. Colleagues gathered at various offices for sessions promoting open dialogue, learning opportunities, and awareness. In Oslo, an external keynote speaker highlighted the importance of authenticity and inclusivity, affirming respect and equality for all. Additionally, Yvonne Hilst from Corporate Integrity led a session on speaking up about safety and non-compliance, underscoring our focus on maintaining a safe and transparent workplace.

During 2024, BW Offshore Norway continued to emphasise inclusion through social events and 'Pizza & Learn' sessions to encourage team building and knowledge-sharing. These events provide valuable opportunities for employees to socialise, and learn from each other in a casual setting, and more importantly, they contribute to promoting a more inclusive working environment.

## **Partnerships**

In 2024, we sustained our collaboration with Norwegian language training provider Lingu AS. While proficiency in Norwegian is not mandatory for employment at BW Offshore Norway, we appreciate and support the desire of our team members to enhance their linguistic capabilities. Building on the success of our prior cooperation, we remain committed to supporting the professional development and personal

growth of our employees by financing the course fees. Throughout 2024, five employees participated in Norwegian language courses.

## **Sport & Culture**

BW Offshore Sport & Culture is the company's sport and welfare club. The club's aim is to promote interest in indoor and outdoor sporting activities and to regularly organise social events to support employees' health and wellbeing. By nurturing an inclusive environment where everyone can participate in various activities, the club plays a crucial role in enhancing diversity and inclusion within the workplace. These initiatives help break down barriers and bring together individuals from different backgrounds, creating a more cohesive and supportive community.

In 2024, we participated in Holmenkollenstafetten, an annual relay race held in Oslo, Norway, which is one of the largest sporting events in the country, attracting thousands of teams. To prepare for this event, weekly training sessions were organised to enable our team to be well-prepared and closely connected, bringing together participants from various backgrounds and promoting teamwork.

## **Wellbeing Month**

October is recognised globally for mental health awareness, with World Mental Health Day observed on 10 October. Throughout the month various activities, workshops, and webinars are hosted by BW Group affiliates, including BW Offshore, which is part of the BW Group. Recordings are available on the intranet for all employees.

Tailored employee assistance programmes offering short-term counselling are also highlighted. Employee assistance programmes are services we offer to deal more privately with work-life stressors or other issues that impact our personal and family lives. The employee assistance programme may include access to short-term counselling and therapy services, as well as other services for guidance, advice, assistance, and help.

BW Offshore is dedicated to supporting work-life balance by providing family-related leave in compliance with local regulations. In 2025, we plan to advance our mental health initiatives and perform a culture survey focused on safety and maturity. Additionally, we will implement an employee engagement survey, establish metrics for evaluating mental health services, and utilize data analytics to measure effectiveness.

## **Flexible Working Hours**

We continue to see significant value in offering flexible working hours and flexible working arrangements. By providing options for remote work, flexible start and end times, we advocate for a better work-life balance. These arrangements not only promote wellbeing and inclusion but also empower our employees to manage their personal and professional responsibilities more effectively.

Flexible work hours allow our team members to tailor their schedules to fit their individual needs, whether it's accommodating family obligations, pursuing personal interests, or simply finding a work rhythm that maximises their productivity.

By embracing these flexible working arrangements, we foster a culture of trust and autonomy, where employees feel valued and supported. This approach not only enhances job satisfaction and employee retention but also attracts top talent who seek a modern and adaptable workplace.

## **Employee Resting Room**

In 2024, an employee resting room has been available at our Oslo office. This dedicated space has been thoughtfully designed to provide a tranquil environment where employees can relax, unwind, and recharge during their workday.

## **Gym Membership**

To promote health and welfare among employees, we have established partnerships with two fitness centres. These partnerships are designed to provide our employees with convenient access to high-quality fitness facilities, encouraging them to maintain an active and healthy lifestyle.

Our focus on promoting health and welfare is part of our broader commitment to create a supportive and inclusive work environment. We believe that by investing in our employees' wellbeing, we can enhance their job satisfaction and retention, ultimately contributing to the success of our organisation.

### Part 3: Risk Assessment and Goals

#### Identified Risks, Goals and Mitigating Actions

BW Offshore Norway has reviewed and discussed the following areas to identify potential risks of discrimination or other obstacles to achieve equality in the company:

- Recruitment
- Salary and Working Conditions
- Promotion, Development and Careers
- Work/Life balance
- Harassment

Through the risk assessment, we have identified the following risks and goals/mitigating actions:

<b>RISK ASSESSMENT &amp; MITIGATING ACTIONS ON FOCUS AREAS FOR 2025</b>		
<b>AREA</b>	<b>RISK</b>	<b>MITIGATING ACTIONS</b>
<b>RECRUITMENT</b>	Risk of Failing to Attract and Hire a Diverse Candidate Pool	Maintain engagement with relevant universities to support gender balance in the young talent programme.
		Develop and promote an inclusive employer brand that attracts diverse candidates.
<b>COMPENSATION &amp; BENEFITS</b>	Risk of Unconscious Bias in the Salary Review Process	Continue to safeguard the annual salary review process and monitor fair and equal compensation.
<b>PROMOTION, DEVELOPMENT &amp; CAREERS</b>	Risk of Overlooking Talent and Biases in Promotion and Development Processes	Finalise succession planning for critical leadership positions.
		Uphold a 50/50 gender split in the leadership development programmes.

		Create a talent framework for talent reviews and hold sessions with each function to identify high-potential talents in the organisation.
<b>HARASSMENT</b>	Risk of Harassment and Inappropriate Behaviour	Continue with Speak Up campaigns and encourage employees to speak up on inappropriate behaviour and unwanted attention.
		Analyse the results from the latest culture survey to identify the barriers preventing employees from speaking up and develop an action plan to address these issues.

### Overview, Status & Evaluation of Goals, Measures and Results

The 2023 DI&E report included stated goals for 2024. Below is an overview, status and evaluation of those goals with associated action plans:

<b>EVALUATION OF GOALS FOR 2024</b>		
<b>AREA</b>	<b>GOALS/ MITIGATING ACTIONS</b>	<b>STATUS</b>
<b>RECRUITMENT</b>	Engage with female student organisations at relevant universities to continue improving gender balance in recruitment.	<b>Continues</b>  This is an ongoing initiative focused on improving gender balance in recruitment. While no specific engagement was made with female student organisations, we continued collaboration with universities in general. As a result, the 2024 summer internship programme gave a positive outcome, with

		67% female and 33% male participation.
	Implement structured interviews with standardised questions to minimize personal biases in the evaluation process.	<b>Ongoing</b> We are still working on implementing structured interviews with standardised questions to reduce personal biases in the evaluation process. The approach is being gradually integrated and refined.
<b>COMPENSATION &amp; BENEFITS</b>	Continue to safeguard the annual salary review process and monitor fair and equal compensation.	<b>Continues</b> We continue to closely monitor the salary review process, involving key stakeholders such as Compensation & Benefits team, Head of Functions, HC team, to provide fair and equal compensation across the organisation.
	Updated compensation data that reflects the market value of different roles.	<b>Continues</b> To help our compensation data reflect current market values across different roles, we joined the salary benchmarking survey in 2024. This supports more accurate and competitive compensation decisions. In addition, we review salary reports from trade unions and professional associations such as TEKNA, ECONA, NITO.
<b>PROMOTION, DEVELOPMENT &amp; CAREERS</b>	All vacant positions shall be announced on the company intranet.	<b>Continues</b> All vacant positions are announced on the intranet.
	Define clear nomination criteria for BW Group Training Programmes to promote	<b>Ongoing</b> The work to define clear nomination criteria for training

	<p>transparency and fairness in the selection process.</p> <p>Strive to have 50/50 gender split in the leadership development programmes.</p>	<p>programmes is ongoing and will continue in 2025 to support a consistent and transparent approach to participant selection.</p>
<p><b>WORK / LIFE BALANCE</b></p>	<p>Continue to maintain current flexibility for working hours and office attendance.</p>	<p><b>Continues</b></p> <p>BW Offshore Norway continues with the flexible work arrangements and flex account for time recording.</p>
	<p>Promote Employee Assistance Programme by offering training sessions or workshops to educate employees about available services and how to access them.</p>	<p><b>Continues</b></p> <p>Promotion of the Employee Assistance Programme (EAP) has been inconsistent. However, we plan to prepare a comprehensive overview of company benefits, including the EAP, to increase awareness and accessibility for employees.</p>
<p><b>HARASSMENT</b></p>	<p>Continue with Speak Up campaigns and encourage employees to speak up on inappropriate behaviour and unwanted attention.</p>	<p><b>Continues</b></p> <p>We conducted Speak Up campaigns to encourage employees to report inappropriate behaviour and foster a culture of openness. Additionally, we held interactive sessions to actively engage employees in building a strong Speak Up culture.</p>
	<p>Encourage diversity training that raise awareness about unconscious biases, cultural differences, and the impact of language on different groups is completed by everyone.</p>	<p><b>Ongoing</b></p> <p>Diversity training has not yet been completed. The initiative remains a priority, and we plan to continue working on its development and implementation.</p>

## Attachments



# Diversity, Equity & Inclusion Statement

Doc. no: MS-PO09707 Rev: 1 Published: 10.04.2025

BW Offshore views diversity, equity and inclusion (DE&I) as essential to drive our success. By integrating diverse perspectives, experiences, and talents, we foster a culture of innovation and agility, positioning ourselves to respond to global challenges with ingenuity and insight. This strengthens decision-making, enhances performance and helps us attract and retain talent. We believe that a more inclusive and equitable workplace empowers everyone to do their best work and bring in great ideas that help our company grow and succeed. This statement serves as the cornerstone of BW Offshore's DE&I approach.

***“At BW Offshore we believe that by truly embracing differences and empowering growth, we are creating a safe, respectful, and inclusive workplace where everyone feels valued and has equal opportunities to thrive and develop.”***

## Our DE&I Commitments

BW Offshore's commitments to DE&I are rooted in our values and guides our efforts to create an inclusive and equitable workplace. We commit to:

### Inclusivity

- Embrace differences by celebrating the unique backgrounds, experiences and identities of every individual, recognising that diversity is a strength.
- Perform fair and unbiased recruitment processes that prioritises merit, selecting candidates based on skills, experience and potential - regardless of race, ethnicity, gender, sexual orientation or identity, disability, religion, age or nationality.

### Respect

- Uphold the highest standards of respect and inclusion in all our workplaces, both onshore and offshore. We have zero tolerance for discrimination and harassment of any kind.
- Foster a safe and respectful workplace, promoting speak-ups and providing a space where employees can express themselves freely without fear of judgement or retaliation.
- Promote fairness by pursuing pay equity, ensure fair treatment and eliminating systemic barriers or unconscious biases in our policies and practice.

### Development

- Empower growth by providing equal development opportunities so that every employee can reach their full potential.
- Encourage cultural awareness and education by promoting ongoing learning initiatives that foster empathy, cultural understanding, and appreciation within our workforce.
- Equip our managers with the knowledge, tools and accountability to champion DE&I principles and cultivate an inclusive culture in their teams.

## Accountability

At BW Offshore, DE&I is not just an initiative – it is a shared responsibility, and every employee is accountable for fostering an inclusive, respectful, and developmental culture. We expect everyone to actively contribute by valuing diverse perspectives, engaging in open dialogue, and challenging biases. By taking ownership of our actions and commitments, we build a workplace that is free from discrimination and strengthened by true inclusivity.

Marco Beenen  
CEO BW Offshore  
10 April 2025

# Your benefits...

Read more about the full range of BW Offshore benefits in the Local Onshore Guidelines

DISCOVER BENEFITS →

## HEALTH & WELL-BEING



- ✓ **Health insurance**  
*Fast access to specialists and operations, 24/7 access to a doctor*
- ✓ **Annual flu vaccination**  
*Free flu vaccination*
- ✓ **Annual health check**  
*Yearly medical check-up incl. exams and screenings*
- ✓ **Physiotherapy**  
*Up to 12 treatments per year*
- ✓ **Psychologist**  
*Up to 10 treatments per year*
- ✓ **Well-being activities**  
*Regular panels, keynote speakers and team activities to support mental and social wellness*
- ✓ **Physical health support**  
*Sponsorship of up to NOK 250/month for gym membership and support for ergonomic workstation set up*



## LIFESTYLE

- ✓ **Flexible working hours**  
*Adjusting schedule in line with work and personal needs*
- ✓ **Sick pay**  
*Salary is paid above the public social security levels for up to 12 months*
- ✓ **Parental leave**  
*Salary is paid above the public social security levels*
- ✓ **Spouse leave**  
*2 weeks of paid leave when an employee's spouse gives birth*
- ✓ **Long-service award**  
*Bonus for 5, 10, 15 years; bonus + gift card & flowers for 20, 25, 30, 35, 40 years*
- ✓ **Milestone birthdays**  
*Gift card & flowers to celebrate 50th, 60th & 70th birthday*
- ✓ **Paid leave**  
*1-2 days for relocation, compassionate leave, child's first kindergarten or primary school day, marriage*
- ✓ **Social events**  
*Christmas dinner, summer and after work parties, lunch-and-learns, sport events*
- ✓ **Company cabins**  
*Enjoy a week's vacation in a company owned cabin (small fee applies)*
- ✓ **Celebration gifts**  
*Given for occasions such as childbirth, weddings, and Christmas*
- ✓ **Medical/dentist appointment**  
*Up to 5 hours of paid leave per year*
- ✓ **Cafeteria subsidy**  
*Subsidised breakfast and lunch at work*
- ✓ **Parking**  
*Free parking for cars (27 spaces) and bicycles*

## FINANCIAL

- ✓ **Life insurance**  
*Paid to an employee's family as a lump sum (25G) in case of death*
- ✓ **Accident insurance (work and leisure)**  
*Paid in the event of medical disability or loss of income due to accident/illness*
- ✓ **Travel insurance**  
*For employee, spouse/cohabitant and children under the age of 21*
- ✓ **Pension scheme**  
*Annual contributions are: 7% of the employee's income between 0-7,1G & 15% of the employee's income between 7, 1-12G*
- ✓ **Discretionary performance bonus**  
*An annual discretionary performance bonus is paid in April*
- ✓ **Broadband subscription**  
*Home broadband costs covered*
- ✓ **Cell phone**  
*Employees may choose any model; the company covers up to NOK 10,500*



## LEARNING

- ✓ **Training courses**  
*Regular training courses on technical and soft skills*
- ✓ **Newspaper & Magazine subscriptions**  
*Access to business, industry and HR-related publications*
- ✓ **Development programmes**  
*Management and leadership development programmes*
- ✓ **Education assistance**  
*Financial sponsorship for some professional qualifications*
- ✓ **Career opportunities**  
*Secondments, roles in affiliates and interesting projects*
- ✓ **Exam leave**  
*Up to 2 days of paid leave for preparation and examination related to work-relevant studies*

Information shown is correct as of 1st May 2025. Reimbursement is subject to policy limits, please read the insurance policies for details. Please refer to the Local Onshore Guidelines and intranet for the latest benefit information.