



**Report on the Activity and
Reporting Duty under the
Equality and Anti-
Discrimination Act, 2025**

Servi AS

Precautionary Note

This document is an English translation of the original report prepared in Norwegian. While every effort has been made to ensure the accuracy and completeness of the translation, the Norwegian version shall prevail as the official report approved by the Board of Directors in all matters of interpretation.

1. State of Gender Equality

Servi AS works to ensure that everyone has equal opportunities. Creating an enabling working environment that promotes equality, inclusion, and diversity is one of the focus areas of Servi's sustainability strategy. This report summarises the state of equality within the company, as well as the work carried out to promote equality and prevent discrimination.

1.1 Gender balance

Overview by type of employment

Employment type	Women	Men	Total
Total number of employees	51	278	329
Total permanent employees	49	264	313
Permanent employees, full-time	45	266	311
Permanent employees, part-time	1	6.2	7.2
Third-party personnel (not included in employee headcount)	0	2	2
Apprentices	0	7	7
Temporary employees	2	7	9
Hourly paid employees	0	0	0
Temporarily laid off	-	-	-

The proportion of men at Servi AS is 84.5%. There are two main reasons for this. Firstly, a significant share of the workforce consists of service technicians, as well as warehouse and production staff, occupational groups with a strong predominance of men. Secondly, many positions require technical expertise, particularly in hydraulics. There is a predominance of men pursuing technical education, which is also reflected in a higher proportion of male applicants for advertised positions. Despite these challenges, Servi works in a targeted manner to increase the proportion of women in the company. In recent years, more women have been recruited into administrative roles, for example within marketing, IT, HR, and quality/HSE.

1.2 Parental leave

Parental leave	Women	Men
Average number of weeks	10.5	6.6
Total number of weeks	21	46
Total number of individuals	2	7

4 men have taken 14 days of care leave in connection with childbirth. This is not included in the table above, which covers parental leave only.

1.3 Pay mapping across job categories

Based on FTE (full-time equivalents), women's pay corresponds to 96% of men's pay.

Overview by job category and pay ratio

Job category*	No. of women	No. of men	Women's pay as a % of men's pay
EVP	1	6	Too few women
VP	3	12	Too few women
Customer service and procurement	11	13	96.7%
Production and warehouse	9	116	99.3%
Sales	5	41	78.7%
Maintenance	6	28	99.1%
Staff functions	10	12	82.1%
Technical and documentation	6	37	87.8%

*The overview does not include third-party personnel and temporary employees.

The results can be summarised as follows:

- 2 of the categories have too few women for the results to be published
- Pay differences vary between categories, with some areas where women's pay is lower than men's (particularly sales and staff functions)

The main reasons for these differences are:

- Some categories include a wide range of roles. This applies in particular to staff functions, which comprise a mix of different positions and backgrounds.

In 2026, the job categories will be reviewed, and a new assessment will be carried out to determine which roles should be assigned to each category. This forms part of the preparatory work ahead of reporting under the EU Pay Transparency Directive from 2027.

1.4 Involuntary part-time work

Servi encourages full-time employment and offers this to all employees. Those who work part-time have chosen to do so for personal reasons. Servi AS has accommodated these arrangements to support employees' needs.

2. Equality and non-discrimination efforts

2.1. Governing documents for equality and non-discrimination

Servi's commitment to equality and efforts to prevent discrimination are described in a number of governing documents across the organisation.

- **Compliance Policy:** Servi's Compliance Policy explicitly sets out the company's responsibilities towards employees. Servi respects employees and their rights and provides a safe workplace with non-discriminatory conditions, as well as opportunities for professional development and personal growth.
- **Code of Conduct:** Servi's Code of Conduct covers all aspects of ethical business conduct, including equality and non-discrimination.
- **Manager Handbook:** The Manager Handbook includes guidance on how managers should actively promote positive attitudes towards equality and diversity. It also provides guidance on recruitment, working conditions, promotions, and development opportunities.
- **Sustainability strategy:** Creating an enabling working environment that promotes equality, inclusion, and diversity is one of five focus areas of Servi's sustainability strategy.
- **Ownership requirements:** In addition, Servi's owners, Ferd and Tjaldur, set a number of requirements for responsible business conduct. These include expectations relating to the fair treatment and management of employees.

2.2 How Servi works in practice to ensure equality and non-discrimination

How Servi identifies risks of discrimination and barriers to equality

Employee surveys are an important tool for identifying risks of discrimination. In 2025, the survey included questions addressing equality and discrimination. Employees were asked to respond to questions relating to each ground of discrimination (gender, age, religion, etc.).

In 2025, the survey was conducted 3 times. Conducting surveys this frequently provides a strong basis for analysing and identifying any attitudes that Servi may need to address. Following the employee survey, all department managers hold meetings with their teams to review the results and assess measures for improvement.

Performance and development reviews between employees and managers may also serve as a forum for identifying potential discrimination. Topics discussed include wellbeing, collaboration with colleagues, and the working environment. However, identifying discrimination in this way depends on a high level of trust in the manager and assumes that there is no discrimination within the employee-manager relationship.

Identified risks of discrimination and barriers to equality

In the 3 employee surveys conducted in 2025, the question *"Is the company free from discrimination in relation to...?"* was asked for each ground of discrimination. When asked whether Servi is free from discrimination in relation to gender identity or expression, an average of the 3 surveys showed that 4% responded "no", 37% "unsure", and 59% "yes". A majority therefore considered Servi to be free from discrimination in this area; however, a significant proportion responded that they were uncertain.

Identified potential causes of risks and barriers

The relatively high proportion of respondents who answered “unsure” to the question concerning discrimination on the grounds of gender identity or expression may indicate that employees do not fully understand what discrimination on this basis entails.

Servi has a high proportion of men compared to women. The reasons for this are described in the first part of this report. An imbalanced gender distribution may influence organisational culture and the work environment, which underlines the importance of clear communication on wellbeing, trust, and attitudes.

Measures implemented

Servi AS conducts an annual compliance review with all employees, focusing on the importance of respecting colleagues and reporting any observed or experienced risks related to discrimination. During onboarding, HR goes through the employee handbook, including the Compliance Policy and Code of Conduct, with new hires.

Servi seeks to ensure objectivity throughout all stages of the recruitment process and equal treatment of candidates. All candidates are assessed based on qualifications and attributes relevant to job performance. Where several candidates in the final stage are equally qualified, diversity is to be taken into account in the hiring decision.

In 2025, a culture and leadership development programme was implemented for all managers. Diversity and equality were among the topics covered in the programme.

Servi follows the guidelines of AKAN, the Norwegian workplace competence centre for issues relating to substance use and dependency. These guidelines support employers in preventing and managing problematic use of alcohol, drugs, medication, and gambling. The objective in such cases is to support the employee and enable them to remain in employment. An internal AKAN contact has been established.

On several occasions, the head office has shared job vacancies with NAV Nordre Follo, either prior to or in parallel with external publication. Several of Servi’s locations have recruited employees in cooperation with NAV, including through work placement schemes.

Servi celebrates Pride at its locations and is exploring additional ways to recognise and promote equality, diversity, and inclusion.

Servi AS’s head office relocated to new premises in March 2025. The new premises have been developed in accordance with universal design principles and incorporate accessibility features for wheelchair users.

Planned measures

Going forward, it will be important to continue using employee surveys as a key source of information. 2 surveys are planned for 2026. An important part of this work is managers' follow-up with their teams afterwards. Each manager is responsible for reviewing the results with their department and discussing measures for improvement.

Further training for managers is planned in 2026, including topics such as recruitment, sickness absence management, and probation period reviews.

Work is ongoing to ensure consistent staff arrangements and benefits across Servi's locations.

Work is also underway to map and define job categories and pay ranges in preparation for the EU Pay Transparency Directive, which will come into force on 1 January 2027.

