

June 2023

Archer
**Diversity and non -
discrimination report**
2022

Norway



ARP report 2022

Archer diversity and non - discrimination report 2022

All Norwegian Companies are obliged to work actively, targeted and systematically to promote equality and prevent discrimination at the workplace, according to *Aktivitets og redegjørelsesplikten* (ARP)

Archers` policy on diversity and discrimination includes gender, pregnancy, leave at birth or adoption, care tasks, ethnicity, religion, beliefs, disability, sexual orientation, gender identity and gender expression, or combinations of these foundations.

This ARP report summarizes the status of our diversity and equality work. First part of the report is an overview of gender equality. Part two is an overview of how we work to focus on and improve our equality and non-discrimination policy.





ARP part 1 – status of gender equality

Archer AS

Gender balance per 31.12.2022		Temporary employees per 31.12.2022		Average weeks parental leave (for the 2022 calendar year)		Part time per 31.12.2022	
Females	Men	Females	Men	Females	Men	Females	Men
29	1468	3	21	40	14	4	21

Employees employed with Archer AS are offshore workers within Platform Drilling, Engineering and Wireline divisions. Average age for females is 33 years, average age for men is 46 years.

The workforce consist of permanent employees. Apprentices are considered as temporary employees, and are not formally employed by Archer. 1,6% of the workforce is working part time. Part time work is voluntary and mainly consist of men.

Per end of 2022, females make up to 1,94 % of total (improved from 1,78% in 2021 and 1,4% in 2020). The headcount in Archer AS decreased in 2022. In same period the % females increased.

We find the highest female increase within the Wireline division, which consist of 4,58% females offshore at year end.

This trend indicates that we have been successful with our focus to diversity .

We understand the risk that female offshore employees very often leave the offshore job with pregnancy. We focus on how we can organize the work to keep females working offshore as long as possible.

Average parental leave for 2022 is higher in the female group than in the male group. The difference between the two groups is bigger among the offshore workers compared to the onshore workers. As the parental leave adds per calendar year, it can give an inaccurate picture as the actual parental leaves do not necessarily correspond with the calendar year.



Archer Norge AS

Gender balance per 31.12.2022		Temporary employees per 31.12.2022		Average weeks parental leave (for the 2022 calendar year)		Part time per 31.12.2022	
Females	Men	Females	Men	Females	Men	Females	Men
82	242	4	11	13	15	4	4

Archer Norge AS holds the employment for onshore employees (office and workshop).

Average age for men is 45 years. Average age for females is 41 years.

Per end of 2022 females make up 25,3 % of total headcount, improved from 24,76% in 2021. The year give an increase of 17 female employees. This is an increase of 35% in female headcount, improved from 23% in 2021.

Average parental leave for the year is higher for men compared to females. The reason for this is that it is only weeks taken during the calendar year that is part of the report, and not the full parental leave. Some females started parental leave at the end of the year which will affects the numbers. If we look at full parent leave within the year, average weeks leave for men is 18, and average leave for females is 29 weeks.

It is limited use of temporary employees and limited use of part time in general. Apprentices are considered as temporary employees, as are not formally employed by Archer.



Archer Oiltools AS

Gender balance per 31.12.2022		Temporary employees per 31.12.2022		Average weeks parental leave (for the 2022 calendar year)		Part time per 31.12.2022	
Females	Men	Females	Men	Females	Men	Females	Men
20	152	1	5	31	16	0	3

Employees with Archer Oiltools AS are office employees, workshop employees and offshore workers.

Average age for men is 40, average age is 38 for females.

At the end of 2022, females makes up 11,63 % of total headcount, improved from 10,63% in 2021. There is an increase in 12 people on the headcount for 2022, where 25% of the increase were females. 5,26% of the headcount increase in 2022 was females.

The number weeks leave for females is approximately double of average weeks of parental leave for men.

We have a limited use of temporary and part time employees within the company in general.

Apprentices are considered as temporary employees, as are not formally employed by Archer.



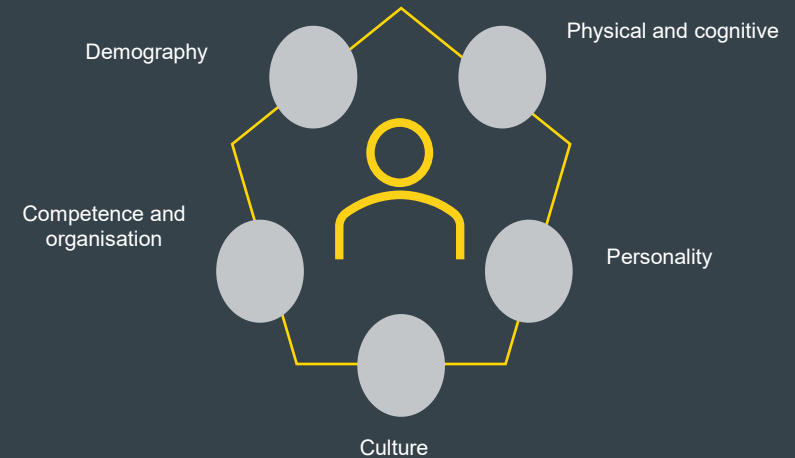
Part 2:

Our work to promote quality and on - discrimination

- Our focus to equality work is based on the company's strategies, policies and guidelines.
- Company policies and Code of Conduct contains guidelines to prevent discrimination, harassment, sexual harassment and violence. An accompanying and anonymous whistleblowing system is established . The Code of Conduct was updated in 2020.
- The 2022 employee survey included a separate section with focus to equality.

Archer employees represent 24 different nationalities working in the companies in Norway per end of 2022.

- The recruitment processes is set up to focus on equal opportunity, diversity, gender, demography, personalities nationalities, cultures etc.



Diversity



Our work to promote equality and non - discrimination

- A team of 6 is created with 3 members from HR and 3 members representing the employees.
- The equality work is focus for Archer, however the mapping in part 1 of this report, is only done for companies with more than 50 employees (Archer Norge AS, Archer AS and Archer Oiltools AS).
- The team has reviewed the company's policies and guidelines within recruitment, compensation, working conditions, promotions practices, employee development opportunities, the duty to accommodate and the opportunity to combine work with family life.
- With this review we have mapped equality risks, analyzed causes, created action plans, and evaluated results from actions. The table on page 10 is a summary of findings.
- At the end of 2022, an employee survey was conducted for all Archer employees (see slide 9). The survey has a separate chapter for inclusion and diversity. The results from the survey was launched in December 2022. The organization is now working with analyzing the results and creating action plans for improvements. This process is ongoing at each location and within all departments, as well as for the team working with equality.





Employee survey 2022



Archer employees at all locations was asked to rate several statements. The section for diversity included the following statements:

- I feel included and taken care of at my workplace
- At my workplace, everyone has the same possibilities
- At my workplace, we treat each other as equals
- My employer works actively to promote diversity at the workplace
- I have not personally experienced being discriminated at the workplace the last 12 months (by leader or colleague)

Action plans based on the results has been created, and will be addressed through work groups within each division and in the ARP working group. Employee representatives are included in this work.

Summary of risks, actions, objectives, status and results

Area	Risks/background	Actions	Objective	Status	Result
Recruitment	Our industry is male dominated, it can be a risk that we recruit to little diversity into the company	Add a text in all our vacancies where we encourage diverse applicants to apply. Show more diversity in the pictures we use in our communication.	Increase diversity in the candidates that apply and also in the company. Reach 7% female share of employees within 2025 and 10 % within 2030.	Text has been added by default to our vacancies, new pictures are used.	In total in the 3 Norwegian companies our share of female employees per 31.12.2022 is 6,6%. This has increased from 5,9% per 31.12.2021.
Promotion and development opportunities	Our industry is male dominated, it can be a risk that we promote to little diversity into the management of the company	Training of line managers onshore related to equality and discrimination.	Improve awareness among the line managers.	Training within employment law done for line managers onshore.	There is 2 new female employees in the management team during 2022.
Pay and working conditions	There is still a gender pay gap in Norway, that may pose a risk in our salary determination process	Review our processes for salary determination during recruitment and the annual salary review process.	To ensure that there is no discrimination in the salary determination process.	High focus on this in the salary review process for 2022. Continued focus for 2023.	See the results in the next pay gap analysis for 2023.
The duty to accommodate	There is not much use of religious symbols or clothes.	We are showing tolerance and acceptance for this to ensure our staff is comfortable with using religious artefacts.	Ensure that employees of all religions are comfortable in Archer.	There has been done an employee survey in end of 2022, the results are now being reviewed and action plans created regarding this.	Higher focus on our branding as a diverse company, shows for example on LinkedIn.
Possibility to combine work and family life	As our industry is male dominated, there might be a risk of discrimination against young women with regards to combining family life with work.	Training of line managers to ensure that they are familiar with regulations in this area.	Improve awareness within the group of line managers.	Training within employment law done for line managers onshore.	In total in the 3 Norwegian companies our share of female employees per 31.12.2022 is 6,6%, which is an increase of 0,7% during 2022.
Harassment, sexual harassment and gender-based violence	There is a risk that we do not capture working environment challenges as early as possible.	<p>Include areas about or working environment as a permanent part of the performance management process.</p> <p>Include this area in the employee survey.</p> <p>Training and communication of the Code of conduct and whistleblowing routines</p>	<p>Capture challenges around the working environment to also be able to improve on this area.</p> <p>Raise awareness of whistleblowing routines.</p>	<p>Completed.</p> <p>Training in code of conduct completed.</p>	Whistleblowing channels still not known amongst all our employees, needs to be a continued focus.

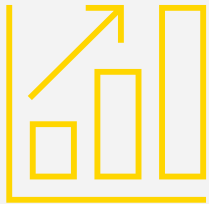


Inclusion & Diversity on the agenda

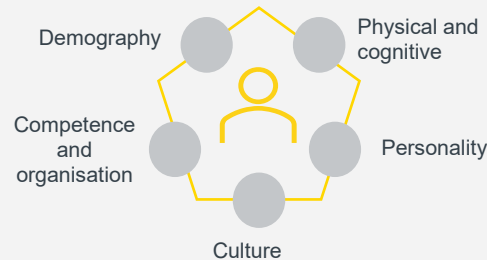
Inclusion & Diversity goals 2022 - 2030

Our Core Values and company culture aim for an inclusive work culture strengthen by a diverse workforce, and with no intentional or unintentional discrimination.

Our focus areas for 2022 – 2030:



Increase share of female employees, also within management positions



Raise awareness on diversity in the company



No discrimination in the recruitment and hiring process (avoid gender pay gap)