

Jotron AS

Statement of equality and non-discrimination 2023

Equality means that we promote equal opportunities and rights for all employees, regardless of gender, cultural background, ethnicity, disabilities, life situation, gender identity and expression, religion, or sexual orientation. No one should experience harassment, discrimination, or limited freedom based on who they are, and everyone should have the right to be themselves. Jotron consists of a diverse work force, which enables us to better develop products, solutions, and services that meet the needs of our customers and the society.

The state of gender equality

As of 31 December 2023, the Jotron group had 350 employees, with 181 located in Jotron AS in Norway. Among these 181 employees, there were 133 men and 48 women.

Jotron has in recent years increased the proportion of women in leadership positions and women's representation in the board. The group management consists of 6 women and 10 men, and the company's managing director is a woman. The board comprises 4 women and 4 men.

The company primarily advertises full-time positions. All 8 employees working part-time, 4 men and 4 women, have chosen this arrangement voluntarily.

Employees in temporary positions within the company total 9 individuals, comprising 6 men and 3 women. Among them, 7 are currently in education, either as apprentices or students.

In the company, 4 men and 1 woman took parental leave in 2023. The average duration of parental leave was 12,8 weeks.

The total sick leave rate in 2023 was 2.85% (compared to 4.39% in 2022), with a higher sick leave rate among women (+1.84 percentage points).

Gender pay gap

All Jotron employees shall be fairly compensated for the work they perform, regardless of gender. Annual assessments of pay equity are conducted during wage negotiations.

The company has a salary system developed in collaboration with union representatives. All positions are classified into one of the nine job levels/pay groups defined between levels 10-19. The salary system defines the knowledge and skills requirements across the various job levels within the organisation.

Central to the placement in job levels is the job description, which outlines the responsibilities, tasks, and competency requirements of the position. A position is graded based on three dimensions: competence, problem-solving, and responsibility.

The table below shows the percentage of women and men (2023 figures) in the different job levels, and the difference in average salary between women and men relative to the average salary of men:

Pay group / job level	Women	Men	Percentage differences from the average salary for men
13-16	17	10	-1.5%
14-17	18	77	-0.2%
18-19	8	26	7.3%

*Negative share indicates higher salary for women

** The numbers do not include apprentices

Overall for the company, the difference in average salary between women and men is 2.0%. There are many men employed in engineering positions, while in administrative office roles, there are mostly women. Within the same job level, there does not appear to be any significant difference between genders.

Our work for equality and non-discrimination

Jotron works preventively to avoid discrimination and will actively, purposefully, and systematically promote equality and prevent discrimination.

In employee surveys as well as ongoing meetings with union representatives and employees, risks of discrimination or other barriers to equality are discussed. An evidence-based study on equal opportunities and inclusion in Jotron will be conducted in 2024.

To achieve a more structured and long-term effort towards better gender balance, equality, and diversity in Jotron, a dedicated resource/work group has been established in this field, holding regular meetings.

Overall objectives for the period 2024-2026:

1. Increase gender balance at all levels of the organisation
2. Strengthen efforts related to ethnic diversity
3. Enhance competence in diversity management across all levels of management

Goal 1: Increase gender balance at all levels of the organisation

Primarily, the lack of gender equality in the workplace is a hinder for women, although men can also be affected. Historically, the technology industry has had a significant overrepresentation of men, especially in development and engineering fields, a pattern evident in Jotron as well.

A focus area for Jotron is striving for gender-neutral job advertisements in recruitment processes. This aims to encourage women in particular, as well as men, to apply for jobs based on their interests and qualifications, without being limited by traditional stereotypes.

Goal 2: Strengthen efforts related to ethnic diversity

Jotron has another important goal: to promote a conscious approach to diversity in images used in corporate marketing. This is done to reflect the diversity among our employees and to attract a broader range of candidates with diverse backgrounds.

By encouraging underrepresented groups to apply for positions with us, we also declare in all job advertisements our ambition for greater diversity. For each recruitment project, we will also invite at least 1 person from an underrepresented group to interview.

Throughout 2023, several initiatives have been established for non-Norwegian ethnicities within the company to increase knowledge of Norwegian language and culture.

Goal 3: Enhance competence in diversity management across all levels of management

Managing diversity can be a challenging task for leaders, as it can require considerable time and effort. Language barriers, professional differences, and cultural disparities can pose potential obstacles that require significant effort. Jotron advocates for a holistic approach to these challenges across the organisation. It is also important to increase awareness and understanding of the benefits of diversity.

Jotron has placed diversity on the agenda in various leadership meetings and in the working environment committee.