

Gender Equality Plan 2026-2027

The purpose of this document is to inform about the ongoing work in accordance with Norwegian and relevant EU-regulations on gender equality. Specifically, Likestillings- og diskrimineringsloven (Equality and Anti-Discrimination Act- LDL) §§24-26, Arbeidsmiljøloven (The working Environment Act - AML) Chapters 2, 4 and 13). This includes securing a fully safe work environment including psychosocial factors and employer obligations for equality and non-discrimination, and the obligations set forth by the Norwegian Research Council.

Norges Geotekniske Institutt (NGI) actively works to create a positive working environment characterized by openness, respect, equality, and diversity. This is based on our vision “**For a sustainable future on safe ground**” and founded on our core values **Trust, Collaboration, Action and Integrity**.

We do not accept any form of harassment, bullying, or discrimination against employees, partners, or others directly or indirectly involved in NGI’s activities.

Everyone employed at the institute is an important part of our NGI community and shall be treated with respect. NGI is committed to ensuring that all employees feel safe, heard, taken seriously, and included. This is followed up through regular employee dialogues, employee surveys, close collaboration with health, safety and environment representatives, and cooperation with employee representatives.

NGI aims to be the most attractive workplace for those with geoscience education, and we seek to recruit the best employees from around the world. We place great importance on professional expertise. This, together with commitment, curiosity, and market- and customer understanding, enables us to solve the challenging tasks faced by our clients and society.

We facilitate continuous competence development and opportunities for professional and personal growth, regardless of gender, ethnic background, political views, sexual orientation, or religion. Recruitment and promotions are based on objective criteria, such as qualifications and competence requirements.

NGI is committed to promoting equality and achieving gender balance. Gender balance is considered achieved when both women and men each represent at least 40%.

Our goals regarding openness, respect, equality, and diversity are anchored in our ethical guidelines (Code of Conduct).

Code of Conduct

As part of the onboarding process all new employees are introduced to the Code of Conduct. It is introduced by a video in our learning management system.

All section heads have been presented with a workshop package with dilemmas that can be used in the section for further training and awareness of topics that can have effect on discrimination.

Benefits and arrangements

NGI offers paid **leave** for:

- Parental leave, full pay directly from employer
- Fully paid leave (Pleiepenger) for a year
- Leave to accommodate different parts of the life cycle, like pre-school introduction for children and caring for family members of all ages

We have a local collective agreement that governs rights not provided for in legislation. This agreement has been negotiated between NGI and the employee representatives.

Responsibilities

NGI's work to prevent discrimination and achieve equality is both a leadership and organizational responsibility. The status of equality and discrimination shall be regularly addressed in management groups and be a topic in our leadership training.

Assessment of gender balance shall be a natural part of recruitment processes through systematic and structured collaboration between our recruitment function and recruiting managers. Both the management group, employee representatives, People and Development, and the Working Environment Committee (AMU) shall be kept informed and shall work purposefully to prevent discrimination.

People and Development invite the employee representatives for a yearly meeting to present people statistics (salary by gender, competency profiles and other measures).

People, Communication and Organization is responsible for following up on objectives and assessing the need for measures throughout the organization.

People Analytics for 2025

	Women	Men	Total	% Women	% Men
Number of employees	118	240	358	33 %	67 %
Senior Management team	2	5	7	29 %	71 %
Extended Management Team	18	26	44	41 %	59 %
Temporary contract	4	9	13	31 %	69 %
Parental leave (% of total days of parental leave)				71,7%	28,3%
Actual part-time (Reported percentage of all employees. Regardless of contracted FTE percentage, based on an average of a 100% position)				15,97 %	10,42 %
Involuntary part time	0	0			
Part time employees with PhD	9	13	22		
Employees with PhD	27	82	109		

*NGI is considered to have 0% involuntary part time. The local collective agreement states a flexibility in terms of part time %.

Considerations when shaping our action plan for 2026-2027

Over the period of 2024-2025 we have implemented some relevant changes in our internal policies and procedures. We also see some areas that we want to pay extra close attention to in the following period. Together, these create a foundation for our action plans for 2026-2027.

Areas we consider call for special attention:

- Navigating different political climates without compromising our core values or our commitment to equality.
- Navigating recruitment from countries with high-risk profiles according to Norwegian authorities.
- Making sure inclusive language is used in internal and external communication and recruitment processes.
- During the planning and development of the new headquarters at Campus Ullevål, ensure that design decisions reflect inclusive practices, such as the selection of diverse and accessible restroom options.

Changes implemented that we would continue to work with:

- A new employee survey, called INSIGHT was introduced in 2025. All international offices are using the same survey. The survey includes questions about inclusion and equality and will be arranged on a yearly basis.
- A new template has been introduced to the appraisal process to ensure a good work environment for all employees. All international offices are using the same template from 2026.
- A new Salary and Remuneration Policy were introduced (2024) at NGI Norway to ensure transparency in the salary-setting process, with an emphasis on objective criteria, including qualifications and the level of responsibility.
- A new structure for evaluating and calibration in the salary negotiation process was introduced in 2025.
- An updated comprehensive review of the work environment risk factors was conducted in 2024.
- Recruitment groups were selected to make sure underrepresented genders are present in the selection and interview process.
- A new recruitment process was introduced to reflect the standardized process of recruitment based on non-discriminatory criteria.

Action plan 2026-2027

Theme	Description	Estimated finish
People Policy	Introduce a new Global People Policy for all locations. Includes recruitment principles.	T1 2026
Salary and Remuneration Policy	Will be evaluated and adjusted to fit all locations to be made global	T1 2027
Salary adjustment and determination process	Seek to use AI to improve the calibration process and the salary determination process	T3 2027
Gender Balance	Work towards gender balance, not only NGI level, but in smaller units. Continue to increase awareness through tertiary reporting, environmental committees etc	Continuous
Collaboration with unions	Yearly meeting to review gender statistics, more frequent than the law requires	Continuous
EU directive implementation	Implement the coming changes according to the EU Transparency Directive	Based on Norwegian Implementation
Recruitment adds	Review of the standard text in ads for open positions to include a section on inclusion and diversity.	T1 2026
Mentorship	Making sure mentorships foster inclusion and diversity	T3 2027
Introduce new rotation routines for intercompany travel	Making it possible for employees with children to travel	T1 2026
Campus Ullevål	Continue with inclusive choices for Campus Ullevål	T3 2026
Pulse survey introduced	Smaller work environment survey in addition to Insight.	T1 2026