Metrostav Norge AS

Equality and Anti-Discrimination Report 2025

Metrostav Norge AS

Introduction

Metrostav Norge AS is a construction company specializing in tunnel and bridge projects across Norway and other Scandinavian countries. The company is committed to fostering an inclusive, equitable, and discrimination-free working environment. This report has been prepared to fulfill the *aktivitets- og redegjørelsesplikt (ARP)* under the Norwegian Equality and Anti-Discrimination Act and relevant regulations.

Equality and anti-discrimination work is integrated into the company's HR, HSE and management processes and is carried out systematically in cooperation with employee representatives. The company regularly assesses risks and barriers to equality and continuously evaluates measures aimed at promoting inclusion and equal opportunities.

Company's Equality and Diversity Policy

- Zero tolerance for discrimination.
- Equal opportunities for recruitment, pay, promotion, and work conditions.
- Promotion of an inclusive culture respecting and celebrating diversity.
- Commitment to prevent harassment, sexual harassment, and gender-based violence.
- Continuous efforts to ensure equal access to information and opportunities for all employees.

Description of Current Status

Metrostav Norge AS promotes equal treatment and non-discrimination in all aspects of its operations.
As of 2025-12-31, the workforce consisted of 94% men and 6% women, based on a total of 332 employees, 312 of whom are men and 20 women, reflecting a relatively stable gender distribution compared to 2024. While progress remains gradual, the company recognizes the need for continued efforts to promote equal opportunities and improve gender balance over time. The company complies with Section 26 of the Equality and Anti-Discrimination Act, and gender balance is continuously monitored.

Gender Distribution by Job Category

Category	Women	Men	Total
Top management	0	4	4
Middle management	3	3	6
Project managers	0	4	4
Production supervisors and technicians	7	61	68
Administration and office staff	10	5	15
Workers	0	235	235
Total	20	312	332

The construction sector, particularly in tunnel and bridge building, is traditionally male dominated, therefore production supervisors, technicians and workers are predominantly men. Administrative and support functions show a more balanced gender distribution.

Metrostav Norge AS employs a multicultural workforce representing several nationalities. The company considers diversity an important resource and aims to ensure equal access to information, fair treatment and equal opportunities regardless of gender, nationality, ethnicity, religion, age, disability or sexual orientation.
The company continuously monitors gender balance and works systematically to promote equal opportunities and an inclusive working environment.

The Board of Directors consists of eight individuals, including one Chair of the Board, four Board Members and three Deputy Board Members. The overall gender distribution is balanced, with four women and four men (50% women and 50% men).

Gender Composition of the Board of Directors

Category	Women	Men	Total
Board Chairman	0	1	1
Board Members	2	2	4
Deputy Board Members	2	1	3
Total	4	4	8

Pay Survey and Involuntary Part-Time Work

The company has reviewed salary distribution across different job categories.
For employees whose salaries are not governed by collective agreements, salary assessments are carried out in accordance with industry standards and comparable positions within the company. Hourly-paid employees are remunerated according to the applicable collective agreements.
Differences in total salary costs between women and men mainly reflect differences in job categories and workforce composition. No significant pay disparities have been identified within comparable groups.
Metrostav Norge AS maintains a transparent and fair wage policy.
Part-time positions within the company are limited and mainly related to administrative functions. Temporary positions are primarily linked to operational project activities. Internal assessments have confirmed that there is no involuntary part-time work within the company.

The table below titled 'Salary Distribution by Gender and Job Category ' shows the percentage of total salary costs allocated to women and men in each category. This includes top management, middle management, project managers, supervisors and technicians, workers and administration office staff.

Salary Distribution by Gender and Job Category

Category	Women (%)	Men (%)	Total (%)
Top management	0,00 %	100,00 %	100,00 %
Middle management	26,2 %	73,8 %	100,00 %
Project managers	0,00 %	100,00 %	100,00 %
Production supervisors and technicians	7,8 %	92,2 %	100,00 %
Administration and office staff	46,0 %	54,0 %	100,00 %
Workers	0,00 %	100,00 %	100,00 %
Total	**3,7 %**	**96,3 %**	**100,00 %**

Flexible and Temporary Work Arrangements and Leave

Metrostav Norge AS aims to promote work-life balance and therefore allows employees to work part-time upon their request. Part-time positions within the company are currently limited and mainly related to administrative functions. Temporary positions are primarily linked to operational project activities.

Internal assessments confirmed that there is no involuntary part-time work for any gender within the company.

Flexible and Temporary Work Arrangements by Gender

Category	Women	Men	Total
Involuntary Part-Time Employment	0	0	0
Maternity Leave	2	0	2
Internship Positions	0	2	2
Part-Time Workers	6	3	9
Temporary positions	0	20	20
Apprentices	0	6	6
Total	8	31	39

The company actively contributes to developing future competence in the construction industry through apprenticeship opportunities on its projects. Apprentices are integrated into project teams and receive practical training and guidance from experienced colleagues. These programmes support recruitment, knowledge transfer, and the development of a diverse and sustainable workforce.

Analysis of Potential Risks and Root Causes

In accordance with the Equality and Anti-Discrimination Act §26a, the company has carried out an assessment of risks related to discrimination, barriers to equality, and other obstacles in the workplace. The following risks and associated root causes have been identified:

Risk 1: Gender Imbalance in Recruitment and Apprenticeships

Description: The company experiences difficulty in attracting female candidates, due to the male-dominated nature of the construction industry. This limits gender diversity and long-term equal opportunity.

Root Causes:

- Cultural and industry norms that have historically favored male-dominated workforces.
- Limited visibility of female role models in construction trades.
- A relatively small pool of female applicants for operational positions.

Risk 2: Psychosocial Work Environment and Respectful Communication

Description: Differences in cultural backgrounds, communication styles and workplace traditions may affect the psychosocial working environment and create situations that could be perceived as disrespectful or inappropriate.

Root Causes:

- Diverse workforce with different communication norms.
- Operational environments with high activity and time pressure.
- Need for continuous awareness regarding professional conduct and respectful behaviour.

Risk 3: Challenges with Work–Life Balance

Description: Many employees work on projects located far from their homes and family networks. Rotational work and project requirements may limit flexibility and affect work-life balance.

Root Causes:

- Fixed work schedules and rotational arrangements.
- Geographical distance between employee residences and project locations.
- Operational requirements requiring physical presence.

Risk 4: Language Barriers and Access to Information

Description: A significant part of the workforce consists of international employees with different linguistic and cultural backgrounds. This may create challenges related to understanding workplace rights, internal procedures, HSE routines and company information.

Root Causes

- Varying Norwegian language skills.
- Complex Norwegian employment regulations.
- Operational environments requiring clear and timely communication.

Measures Implemented in 2025

- Continued commitment to fair and inclusive recruitment practices.
- Ongoing communication regarding whistleblowing procedures and ethical guidelines.
- Continuous reminders regarding available reporting channels.
- Access to occupational health services through Dr. Dropin.
- Cooperation with employee representatives regarding equality and inclusion initiatives.
- Provision of key HR and payroll information in English where relevant.
- Ongoing support for employees regarding employment rights and administrative procedures.

Evaluation and Results

- The company continued to maintain an inclusive and non-discriminatory working environment.
- No significant concerns regarding discrimination or unequal treatment were identified through employee dialogue and internal communication channels.
- Existing reporting routines and whistleblowing channels remained available and were communicated regularly.
- The company continued to support employees from different national backgrounds through structured communication and equal access to information.

Planned Actions for 2026

- Conduct a new employee satisfaction survey.
- Continue annual reviews of salary levels and promotion criteria.
- Implement a new position-based salary structure with clearly defined pay groups to strengthen transparency, equal pay principles, and career development opportunities.

- Continue integrating communication, respect and inclusive behaviour into onboarding and internal communication.
- Improve accessibility of HR and payroll information for international employees.
- Strengthen awareness of reporting channels and ethical guidelines.
- Continue efforts to promote inclusive recruitment and retention where operationally possible.
- Continue systematic assessment of barriers to equality and discrimination in cooperation with employee representatives.