

# Diversity and Equal Opportunities Report 2022

This report describes the state of diversity and equality of opportunities in Omda AS as per 31 December 2022.

## Document attributes

Status	Approved
Distribution	Public

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# 1 Positions and Salary

Omda AS (the parent company) had 62 employees at the end of 2022, and Omda Group a total of 317 employees.

Omda aims to have a balanced representation of gender. The proportion of women is 37 % for the parent company, and 29 % for the Group.

Omda is organised in a low-hierarchy management model. Each of Omda's seven Business Areas are managed by a Business Area Manager reporting directly to the Group CEO. Corporate Management (CFO, CSO, COO, Legal Director, and EVP Marketing & Communication) report directly to the Group CEO.

Nine of the managers are employed by the Parent, three women and six men. At Group level the total number of managers reporting directly to the CEO is fourteen, ten men and four women.

On manager level, the salary ratio of basic salary is 61 % for the Parent, and 78 % for the Group. The salary ratio is calculated as the average salary of female managers divided by the average salary of male managers. Omda is committed to gender-neutral treatment in offering professional opportunities and yearly salary adjustments. The salary difference between female leaders and male leaders results from higher seniority in the Group Corporate Management, made visible by a lower ratio for managers employed with the Parent compared to the ratio for the Group.

For non-managers the salary ratio for the Parent is 81 % and 90 % for the Group.

# 2 Part-time Employment, Temporary Employees and Parental Leave

	Gender distribution - Total (Number of employees)		Gender distribution - Managers (Number of employees)	
	Men	Women	Men	Women
CHG AS (Parent)	39	23	6	3
CSAM Health Group	226	91	10	4

	Basic salary (Salary ratio)* Managers**	Basic salary (Salary ratio)* Non-managers	Basic salary (Salary ratio)* Total
CHG AS (Parent)	61 %	81 %	74 %
CSAM Health Group	78 %	90 %	89 %

	Parental leave (Average weeks of leave)		Part time-employees (Number of employees)		New hiring per gender (Number of employees)	
	Men	Women	Men	Women	Men	Women
CHG AS (Parent)	15	20	6	2	4	7
CSAM Health Group	7	22	14	11	40	26

\*Salary ratio: Average Salary Women/Average Salary Men

\*\*Managers: Leaders reporting directly to the Group's CEO

Omda AS employs almost no temporary staff. As per 31 December 2022 neither the Parent nor the Group had any such employees. Part-time employment is at employees' request, to enable a balance between professional and personal commitments and goals. While female employees at Omda have the highest average number of weeks of parental leave, twelve men and six women employed by the Group took parental leave during 2022.

### **3 Omda's Work for Equal Opportunities**

#### **3.1 Principles, Policies, and Codes**

Omda strives to be a respected employer by both current and potential future employees. The company will ensure a good working environment both physically and psychosocially. Omda seeks to be an attractive employer with respect to the professional and personal development of our employees. The relationship with and between employees shall be based on mutual respect and dignity and shall secure a reasonable level of influence within the areas that affect the individual's working situation. Omda offers all employees equal opportunities regardless of the colour of skin, gender, age, nationality, religion, ethnicity, disability, or other distinguishing characteristics.

The Group's work related to equality includes all areas involving our current and potential future employees: recruitment, terms and salary, promotion, opportunities, facilitation, and the possibility to have a good life-work balance. Omda strives to provide and maintain a work environment where everyone is respected and treated with dignity and fairness. We do not tolerate any kind of harassment, or instruction to discriminate, of any kind.

We are proud that Omda continues to be an attractive employer for people starting their first job, as well as for the presently hired. In 2022, seven of eleven of our new colleagues in Omda AS (the Parent) were women (64 %). At Group level, 26 of 66 new employees were women (39 %).

Omda's work to ensure diversity and equal opportunities is rooted in the Group's strategy and values, and in formal policies initiated and overseen by the Board of Directors.

Examples of these policies are:

- Omda General HR Policy describes the Group's human resources management practice. The policy guides employees and managers in everything related to employment conditions, procedures, and policies
- Omda Recruitment Policy
- Omda Whistleblower policy
- Omda CSR Policy
- Omda Statement of General Business Principles, recognising employees as Omda's greatest asset and stating the Group's respect for human rights and an ambition to nurture a healthy, safe and productive work environment based on equal opportunities.

## **3.2 How We Work to Ensure Equality and Non-Discrimination**

### **3.2.1 Identifying Risks of Discrimination and Obstacles to Equality**

Promoting equality and preventing discrimination is a key strategy for Omda to attract and keep the best qualified people.

The Group CEO leads in encouraging a diversified and tolerant working environment, with corporate management implementing policies to make sure Omda lives up to its ideals of equality and non-discrimination. The CEO and corporate managers work closely with Omda's employee representatives and the workplace environment committee to ensure diversity, equality, and non-discrimination in practice as well as in policy. Day-to-day employee management is at manager level in collaboration with local employee representatives, trades union representatives and with employees themselves.

Promotions and pay are handled by the employee's closest manager in accordance with local requirements and Group-level guidelines. Equality and non-discrimination are key requirements of process.

Omda employees have an annual performance and development review with their manager. From 2023, the Group will conduct an annual employee survey to measure employee satisfaction and enable employees to provide open and anonymous feedback on any issues of concern.

The Whistleblower policy should encourage and empower employees to raise concerns that may arise internally so that Omda management can address any inappropriate conduct or actions. The policy makes it the responsibility of all board members, officers, employees, and volunteers to report concerns about violations of Omda's Statement of General Business Principles (SoGBP), Corporate Social Responsibility (CSR) Policy or any suspected violations of law or regulations governing Omda's operations and business relationships.

### **3.2.2 Identification of Risks of Discrimination and Obstacles for Equality (Results)**

While Omda senior management believes our policies and codes are correct and valuable, we acknowledge that more work is needed in the coming year to make employees fully aware of them and alert to issues they should report in that context.

Increased use of remote work for employees, compared to the situation prior to the Covid pandemic, has made it challenging for managers to have the necessary involvement in developing activities for employees. Omda acknowledges that while increased remote work is a 'new normal' and requested by employees, traditional approaches to training and development of employees will have to be revised in order to be as efficient as before the pandemic.

The downsizing of our corporate HR-function in 2023, as a result of the reorganisation into a decentralised business model, may have an impact of some of the planned initiatives connected to policies, and staff training and development. On the other hand, since the HR responsibility has now been devolved to managers working more directly with staff, we believe this change will result in increased manager-employee interaction and increased manager attention.

### **3.2.3 Measures to Prevent Discrimination and Promote Equality**

We implemented several measures of this kind in 2022, and these initiatives continue in 2023:

- Revision of key policies
- Training managers
- Promoting customer cases and stories from all parts of our global organisation
- Frequent all-hands meetings with communication from CEO and Corporate Management to all employees
- Open communication channels – a single system of communication for all employees
- Focus on equality and diversity in recruitment processes.

### **3.2.4 Planned Measures for 2023**

The following initiatives are planned for 2023:

- Implement a new staff handbook
- Follow-up on challenges and opportunities arising from devolving HR responsibility from Group to Business Area Managers
- Train managers in systems and policies
- Implement development programmes for employees and managers
- Conduct an annual employee survey and communicate the results to all employees
- Implement group-wide policies for remote working
- Raise awareness and alertness among all employees of anti-discrimination and equality policies
- Raise awareness of the Whistleblower Policy and Whistleblower Channel among Omda employees
- Promote business cases and stories from across our global organisation to build one culture and nurture employee involvement and pride in the company's achievements
- Conduct further in-depth analysis of salary ratios across different management levels, geographies, and teams to build on the 2022 analysis.

### **3.2.5 Results of Implemented Measures and Expectations for the Road Ahead**

The 2022 analysis of salary by gender showed women employees on average earned 89% of the salary of their male peers (90 % for non-managers and 78% for managers). Omda aims to transition to equal opportunities and pay for all employees without regard to sex. We will look further into these results to align our policies and practices with our goal of non-discrimination.

Omda intends to embed equality and impartiality into our culture and the way our business operates. We are certain the Group is on the right path but acknowledge that there is room for improvement. For the coming year, Omda will focus on analysing and mapping salary ratios more comprehensively, enhancing internal communication and talking in more detail with our managers, employees, and their representatives about how best to accomplish our objectives in this area.