

# Equality, Diversity and Inclusion (EDI) Policy for Port of Oslo

## 1. Purpose

Port of Oslo is committed to promoting equality, diversity and inclusion (EDI) in accordance with European values, human rights standards and its mandate as a public sector entity.

The purpose of this policy is to ensure equal rights, equal opportunities and equal treatment for all employees, and to foster a working environment based on dignity, respect, trust and fairness.

Port of Oslo aims to be a workplace free from discrimination, harassment and unjustified differential treatment, and to contribute to a labour market that reflects the diversity of society.

## 2. Legal and Policy Framework

This policy is approved by top management and is publicly available.

It is aligned with and informed by:

- The Norwegian Equality and Anti-Discrimination Act
- The Norwegian Working Environment Act
- The EU Charter of Fundamental Rights
- EU principles of non-discrimination, transparency, proportionality and good public administration

Equality, diversity and inclusion shall be fully integrated into Port of Oslo's governance as an employer and service provider.

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### 3. Scope

This policy applies to:

- All employees, irrespective of position, contractual status or working hours
- Managers and executives at all organisational levels
- Temporary staff, agency workers, apprentices, interns, trainees and secondees

The policy covers all stages of the employment lifecycle, including:

- Recruitment, selection and appointment
- Pay, working conditions and benefits
- Training, skills development and career progression
- Workplace accommodation and leave arrangements
- Termination of employment

### 4. Principles

Port of Oslo shall:

- Ensure equal and fair treatment of all individuals
- Recognise diversity as a strategic asset that enhances quality, innovation and sustainable development
- Base decisions on objective, transparent and documented criteria
- Actively prevent direct, indirect, structural and unconscious discrimination

Discrimination is prohibited on grounds including, but not limited to:

- Sex, gender, pregnancy, parental leave or caring responsibilities
- Ethnic origin, nationality, language or skin colour
- Religion or belief
- Disability or reduced functional capacity
- Sexual orientation, gender identity or gender expression
- Age or any other characteristic protected by law

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## 5. Active, Targeted and Systematic Measures

Port of Oslo shall undertake active, targeted and systematic EDI measures in line with statutory obligations and EU good practice.

This includes:

- Collecting and monitoring relevant, lawfully obtained gender-disaggregated and diversity-related data
- Identifying equality gaps, risks of discrimination and barriers to inclusion
- Analysing underlying causes of identified disparities
- Implementing proportionate and effective corrective measures
- Monitoring, evaluating and documenting outcomes

EDI considerations shall be embedded in planning, management, risk assessment and reporting processes.

## 6. Objectives

Port of Oslo aims to:

- Provide an inclusive, safe and healthy working environment for all
- Promote gender balance and diversity at all organisational levels, where feasible
- Ensure equal pay for work of equal value
- Facilitate universal design and reasonable accommodation
- Guarantee equal access to learning, development and career opportunities

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## 7. Roles and Responsibilities

### **Employer Responsibilities**

Port of Oslo shall:

- Ensure compliance with applicable national and European equality legislation
- Integrate EDI principles into governance, HR policies and decision-making
- Enable dialogue and participation by employees and social partners

### **Management Responsibilities**

Managers shall:

- Act as role models for inclusive leadership
- Prevent, identify and address discrimination and harassment
- Ensure fair, transparent and merit-based recruitment and HR processes
- Provide safe and trusted whistleblowing channels

### **Employee Responsibilities**

All employees are expected to:

- Contribute to an inclusive and respectful working environment
- Treat colleagues, stakeholders and the public with dignity
- Report breaches of this policy in accordance with established procedures

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## 8. Recruitment and Skills Development

Port of Oslo shall:

- Promote diversity in recruitment in accordance with the principle of merit and qualifications
- Apply inclusive, accessible and bias-aware recruitment practices
- Ensure equal access to training and professional development
- Provide reasonable accommodation for candidates and employees with specific needs
- Strengthen organisational competence in equality, diversity and inclusion

## 9. Harassment and Whistleblowing

Discrimination, harassment and sexual harassment are strictly prohibited.

Port of Oslo shall:

- Maintain clear and accessible reporting and whistleblowing mechanisms
- Handle all cases promptly, impartially and confidentially
- Protect whistleblowers against retaliation

## 10. Monitoring, Reporting and Review

This policy shall:

- Be subject to regular review, monitoring and improvement
- Be integrated into occupational health and safety (OHS), HR and governance frameworks
- Be reviewed in cooperation with employees and employee representatives
- Be reported annually through internal governance and public reporting mechanisms

## Approval and Commitment

This Equality, Diversity and Inclusion Policy has been formally adopted by the top management of Port of Oslo. Management commits to providing the necessary leadership, resources and follow-up to ensure continuous progress in accordance with national legislation and European requirements.

The policy applies to the entire organisation and forms an integral part of Port of Oslo's governance, employer strategy and quality assurance framework.

### For Port of Oslo



Ingvar Meyer Mathisen  
Port Director

Date: 21.04.2026



Hege Strand  
Head of Section – HR and Organisational Development

Date: 21.04.2026

This endorsement confirms Port of Oslo's commitment to actively, systematically and transparently promoting equality, diversity and inclusion.