

**Statnett** —

# Equality and Anti-Discrimination Statement

2025



# 1. Equality and Anti-Discrimination Statement

*“Equality, diversity and inclusion are not just right – they are smart. Having employees with different backgrounds and perspectives strengthens both the quality of our decisions and our ability to deliver on Statnett’s social mission. A working environment founded on equality, where everyone has room to contribute and be who they are, quite simply makes us better,” says Statnett CEO Elisabeth Vike Vardheim.*

Statnett is working purposefully to promote equality and counter discrimination throughout the organisation. Our ambition is to further develop an inclusive, safe and positive working environment, where there is zero tolerance for discrimination and where everyone has the same opportunity to develop and thrive. Statnett has set clear strategic goals in the area of equality, and we are working to ensure that recruitment and promotion reflect the diversity in society, and that both men and women experience a high level of job satisfaction and equal career opportunities.

We see that increased diversity gives additional perspectives, strengthens decision-making processes and increases our attractiveness as an employer. We are convinced that diversity creates value for the individual, for Statnett and for society as a whole. Employee surveys show that Statnett’s employees are happy in their work, and we aim to maintain and further develop this through continuous efforts to promote equality and inclusion. There are no indications of disparities in the level of job satisfaction or career development between men and women, and we are working actively to ensure that all employees, irrespective of gender, age, ethnicity, religious or cultural background, political persuasion, disability, sexual orientation, gender identity or other differences, feel included and valued.

This statement provides an overview of equality at Statnett and describes the actions we are taking to fulfil our activity and reporting obligation under the Norwegian Equality and Anti-Discrimination Act. This statement covers both Statnett SF and our wholly owned subsidiary Elhub AS, and has been prepared in collaboration with representatives of the workforce.

Part 1 provides a detailed overview of the status of equality at Statnett and Elhub. In this part, we present figures for the gender balance at the management and employee levels, as well as percentages for temporary and part-time employees – including involuntary part-time workers. We also present statistics for the use of parental leave and the results of our survey of pay levels across the business to reveal any disparities.

In Part 2, we describe specific actions and activities that have been carried out at both Statnett and Elhub to fulfil our activity and reporting obligation under the Norwegian Equality and Anti-Discrimination Act. In this part, we give an account of our efforts to promote equality and counter

discrimination, and show how we are working systematically to ensure equal opportunities for all employees.

## 2. Status of gender equality

### Gender balance

The Statnett Group operates in a traditionally male-dominated business sector. This is reflected in a larger proportion of men than women in our organisation.

Of Statnett's total workforce of 2,177 permanent employees, 1,541 are men and 636 are women. Women therefore account for 29.2 per cent of the workforce. The percentage of women has increased from 28.2 per cent in 2024 and from 27.9 in 2023. Statnett has a long-term goal of reaching a 30 per cent share of women in the workforce in 2026, and we believe that this goal is within reach by the end of the current year. Among Statnett's new recruits in 2025, 32.3 per cent were women.

Statnett's Group Management comprises eight people, four of whom are women and four men.

In 2025, Statnett had a total staff turnover of 4.4 per cent. Staff turnover among women was 4.7 per cent, while it came to 4.2 per cent among men. These figures include all permanent employees who have left the Group during the year, irrespective of reason. When staff turnover is low, the gender balance changes more slowly, too.

Elhub employs 78 people – 52 men and 26 women. Women therefore make up 33.3 per cent of the workforce. Among Elhub's recent recruits, 60 per cent were women.

**Table 1: Percentage of women employees (total and among management)**

	2025		2024		2023	
	Total	Management	Total	Management	Total	Management
Statnett	29.2%	34.7%	28.2%	34.7%	27.9%	36.9%
Elhub	33.3%	28.6%	30.3%	33.3%	30.0%	28.6%

### Temporary employees

Statnett strives to offer permanent employment. Permanent employment is the general rule in the organisation, and an important principle in our efforts to ensure foreseeability, stability and equal treatment for our employees.

Temporary employees at Statnett are hired as temporary substitutes for other employees or perform work of a temporary nature. In 2025, there were 116 temporary employees at Statnett. Of these, 45 were apprentices, while 39 were students with part-time jobs or experienced pensioners on hourly contracts. 99 of the temporary employees were men and 17 women.

Elhub had one temporary employee in 2025

**Table 2: No. of temporary employees**

	2025		2024		2023	
	Women	Men	Women	Men	Women	Men
Statnett	17	99	20	103	16	79
Elhub	0	1	0	0	1	1

## Part-time employees

Statnett has a strong tradition of full-time working. We work systematically to offer all employees a full-time job. Full-time employment is the starting point for how we organise our work, both because it safeguards the quality, continuity and safety of our operations, and because it contributes to a positive and inclusive working life.

Statnett has 60 part-time employees – 43 men and 17 women. The vast majority of the part-time positions (53) have been established to accommodate employees' personal circumstances, including partial disability or a desire to work reduced hours due to family care obligations. Statnett has defined six positions as being part-time. All of these are cleaning positions filled by women. The positions are located at different places across the country and have a scope of work that does not warrant a higher number of hours.

Prior to the preparation of its Equality and Anti-Discrimination Statement for 2024, Statnett conducted a survey of involuntary part-time work among its employees. The survey was conducted such that the incumbents of defined part-time positions were asked directly whether they would have accepted a higher number of hours if they had been offered them. Of the six employees in such positions, two replied that they wished to work a higher number of hours than they do today. These are classified as involuntary part-time workers. The next survey will be performed in 2026.

In 2025, Elhub had one man working part-time at his own request.

**Table 3: No. of part-time employees**

	2025		2024		2023	
	Women	Men	Women	Men	Women	Men
Statnett	17	43	20	41	21	33
Elhub	0	1	0	1	1	1

## Use of parental leave

In Norway, both men and women are entitled to parental leave of equal length. This arrangement is intended to facilitate parental equality.

At Statnett, we are keen for both men and women to have equally good opportunities and experience an equally high level of acceptance for and make use of their allotted portion of the available parental leave. Equal opportunities are important for equality in the home and helps create a working life in which family care duties are shared in a more balanced fashion. At Statnett, employees are entitled to full pay while on parental leave.

Of those taking parental leave at Statnett, women took an average of 32.2 weeks, while men took 15.5 weeks. At Elhub, the average was 33.2 weeks of parental leave for women and 17.6 weeks for men.

**Table 4: Use of parental leave (average no. of weeks)**

	2025		2024		2023	
	Women	Men	Women	Men	Women	Men
Statnett	32.2	15.5	31.1	15.9	31.3	17.1
Elhub	33.2	17.6	30.3	14.5	-	-

## Percentage of unionised employees

Overall, 80.3 per cent of Statnett's employees are members of a trade union. 72.5 per cent of trade union members are men, while 27.5 per cent are women. The percentage of women trade union members is therefore somewhat lower than the total percentage of women in Statnett's workforce (29.2 per cent).

Overall, 73.9 per cent of Elhub's employees are members of a trade union. 72.2 per cent of trade union members are men, while 27.8 per cent are women. The percentage of women trade union

members is therefore somewhat lower than the total percentage of women in Elhub's workforce (33.3 per cent).

## Gender and pay

Equal pay for equal work is a fundamental principle in our organisation and is an integral part of our efforts to ensure equality and be a responsible employer. We aim to be an organisation in which men and women have equal opportunities with respect to development, responsibility and pay. Salaries shall reflect the specific position's level of responsibility, demands and complexity, and the individual employee's competence and contribution – not their gender. Men and women who perform the same work or work of equal value shall have comparable pay conditions, and any disparity in pay shall always be objectively justifiable and verifiable.

At both Statnett and Elhub, positions are classified hierarchically according to their contents and level of responsibility into eight groups. In this way, we can compare different functions across the organisation, irrespective of job title and location on the organisation chart. Women and men with approximately the same qualifications, responsibility and experience shall be placed on an equal footing with respect to pay. Our position hierarchy forms the starting point for dividing our employees into four groups for the purpose of reporting in accordance with the activity and reporting obligation under the Norwegian Equality and Anti-Discrimination Act (ARP reporting). Each ARP-reporting group consists of employees who perform equal work or work of equal value.

ARP Group 1 largely comprises cleaners, recently trade-certified workers with no experience and unskilled workers. ARP Group 2 largely comprises trade-certified workers with experience or additional qualifications, engineers and the incumbents of commercial positions. ARP Group 3 largely comprises holders of graduate or post-graduate degrees, including masters of engineering or economics, as well as managers at levels 3 and 4 in the organisation. Group 4 largely comprises senior technical specialists and managers at levels 1 and 2 in the organisation.

Guidelines and collective bargaining agreements are intended to ensure equal treatment with respect to salaries and salary assessments. At the same time, individual compensation is practised where there are objective grounds for pay differences. Examples of such grounds include performance, competence or market conditions. This contributes to gender-neutral developments in pay.

At Statnett, women overall earn 98.4 per cent of men's pay. When we examine women's pay in ARP groups 1–4, women earn between 82.4 and 99.7 per cent of men's pay. In ARP groups 1, 2 and 3, we see that men hold a larger proportion of higher-paying roles than women. In ARP Group 3, men also have a higher average age than women, and therefore also a slightly higher rate of pay. In addition, more men than women work overtime and receive travel expenses in this group.

**Table 5: Gender and pay at Statnett**

Statnett			
	Gender distribution		Pay gap Women's pay as a percentage of men's
	Women	Men	Compensation
ARP Group 1	31.5%	68.5%	82.4%
ARP Group 2	8.9%	91.1%	88.0%
ARP Group 3	32.6%	67.4%	92.9%
ARP Group 4	33.6%	66.4%	99.7%
<b>Total</b>	29.2%	70.8%	98.4%

Overall at Elhub, women earn 85.3 per cent of men's salary. When we examine women's pay in ARP groups 2–4, women earn between 87.7 and 96.1 per cent of men's pay. In these groups, we see that men hold a larger proportion of higher-paying roles than women.

**Table 6: Gender and pay at Elhub**

Elhub			
	Gender distribution		Pay gap Women's pay as a percentage of men's
	Women	Men	Compensation
ARP Group 1	0	0	No employees in this group
ARP Group 2	60%	40%	92.4%
ARP Group 3	30%	70%	87.7%
ARP Group 4	25%	75%	96.1%
<b>Total</b>	33.3%	66.7%	85.3%

### 3. Our efforts to promote equality and counter discrimination

Statnett works actively, systematically and purposefully to promote equality and prevent all forms of discrimination and harassment. Our efforts include preventive measures, regular surveys and analyses of the organisation's status, as well as the implementation of new measures when a need has been identified. This endeavour is integrated into all aspects of the entire organisation,

including recruitment, pay and employment conditions, promotion, training and competence development, as well as workplace accommodations and facilitation of a healthy work-life balance. We evaluate all these areas against the definitions of discrimination set out in the Norwegian Equality and Anti-Discrimination Act to ensure our approach is both holistic and legally compliant.

Our equality-related endeavours have the Board of Directors' clearly expressed support, are followed up by company management and are driven forward by the central People and Sustainability Department. The Works Council (AMU), employee-elected safety representatives and trade union leaders, and our Diversity Team also play a key role as collaborators in and drivers for this work.

## 3.1. Our surveys

### Risk assessment

As part of its statutory activity obligation under the Norwegian Equality and Anti-Discrimination Act, Statnett has performed a systematic risk assessment of all personnel-related areas. The assessment was carried out one year ago and no new risks have been identified since then. The assessment showed that Statnett has robust and standardised HR processes that pave the way for equal opportunities. Although no cases of discrimination or unfair treatment were identified, the work did detect certain risks within our organisation. These risks are:

- **Risk of disparities in the way processes are practised.** Although Statnett has established systems, templates and guidelines to ensure equal treatment, the way these are practised by different managers varies depending on their experience, competence and level of awareness. This may lead to disparities in the way HR processes, such as recruitment, pay-setting and personal development work are carried out.
- **Risk of a lack of objectivity in the initial screening of job applicants.** The first assessment in the recruitment process is carried out by the relevant line manager. If established procedures and checklists are not used systematically, there is a heightened risk that conscious or unconscious bias may influence the selection. This may result in the most qualified candidates not being identified or brought forward in the process.

- **Different risk exposure between large offices and small sites.** Statnett's outside operations consist of male-dominated environments. The combination of a low percentage of women and more geographically isolated units could create challenges with respect to attracting women and ensuring employee diversity.
- **Language barriers relating to documentation and training.** Some of the mandatory training courses and formalised documents are not available in English. At Elhub, where around 30 per cent of the workforce does not speak Norwegian, this may create a risk of inadequate access to information which, in turn, may impact employees' experience of inclusion and equal treatment.

## Neurodiversity maturity analysis

To strengthen our efforts to include neurodivergent employees, Statnett performed a maturity analysis in 2024, in collaboration with consultants from Unicus. The analysis aimed to assess the status of neurodiversity and inclusion at Statnett. The project adopted a four-stage methodology in accordance with the activity obligation pursuant to section 26 of the Norwegian Equality and Anti-Discrimination Act, and included a detailed review of relevant governing and procedural documents relating to pay and personnel policies, interviews with managers and process owners in HR, as well as questionnaires which were completed anonymously by selected managers and employees. The maturity analysis showed that, overall, both employees and managers at Statnett have a positive attitude to neurodiversity and inclusion. At the same time, the analysis revealed that Statnett lacks a strategic and systematic approach to boosting competence and awareness of neurodiversity inclusion, and that the organisation should work more purposefully to take practical and knowledge-based actions to support neurodivergent employees' development and job satisfaction.

## Employee survey and personnel statistics

Statnett carries out regular employee surveys to obtain a holistic picture of how the workforce perceives the working environment, management and corporate culture, and the extent to which they experience job satisfaction. The surveys are conducted several times a year and have a consistently high response rate. For example, in Q4 2025, 82 per cent of the workforce completed the survey. These surveys also provide us with important indications of the status of equality and diversity within the organisation, because they cover topics such as sense of belonging, perceived cooperation, job satisfaction, management support, fairness and the extent to which they feel recognised – all aspects which discrimination may typically impact. The results of the year's

surveys showed generally stable and positive scores across employee groups. We found no indications that certain groups of employees experience discrimination or systematic differences in how they are treated, included or valued. Our employee surveys are an important tool in Statnett's efforts to ensure equal opportunities, track developments over time and reveal any challenges at an early stage – including in the area of equality and diversity.

To ensure holistic management information, Statnett also compiles quarterly personnel-related statistical reports. These cover developments in key performance indicators, such as engagement, sickness absence, number of employees, age distribution, gender balance, staff turnover and reasons people give for leaving the company. These reports are used actively as the basis for decisions in our work with people as well as organisational and cultural matters. They help provide line managers and HR with an up-to-date and fact-based foundation for the implementation and evaluation of actions to promote job satisfaction, equality and a sustainable working environment.

## 3.2. Our procedures and activities

Statnett has a clearly established framework of policies, procedures and standards, which are intended to ensure that all employees are treated equally and not subjected to discrimination. In addition, Statnett has initiated and implemented a number of measures and initiatives whose purpose is to further reduce the risk of discrimination or unfair treatment in our organisation. In 2025, this included strengthening management support, increasing awareness of diversity and inclusion, improving recruitment practices, establishing a women's network and enhancing the follow-up of our employee surveys. Efforts to improve facilitation for English-speaking employees and those with reading and writing difficulties were also initiated. Further details of key policies, procedures and standards, as well as some of the actions and initiatives that we have set in motion, are given below.

### Policies, procedures and standards

Statnett aims to be a workplace that provides space for the whole person – irrespective of gender, age, ethnicity, religious or cultural background, political persuasion, disability, sexual orientation, gender identity or other differences. Our obligations in this area are clearly entrenched in our management system through a wide range of guidelines and instructions.

Our ethical guidelines, codified in the Statnett Code of Conduct and available at [www.statnett.no](http://www.statnett.no), state that every individual must be treated with respect and dignity, and describes in detail the expectations we set ourselves and those around us. We set corresponding ethical requirements for our suppliers and business partners.

Our sustainability policy sets out our commitment to the promotion of equality, diversity and inclusion, and to engaging with and listening to our stakeholders. This dialogue aims to take particular account of marginalised groups, including Indigenous peoples and other minorities.

Our obligations are operationalised through procedures, guidelines, templates and checklists. These cover the entire scope of our responsibilities as an employer – from recruitment, pay and employment terms and conditions, to personal development and career opportunities, workplace accommodations and facilitation of a healthy work–life balance. The objective is to ensure equal treatment and a good framework for all employees throughout the employment relationship.

Statnett’s whistleblowing scheme and the Ethics and Whistleblowing Committee are key tools in our efforts to ensure equality, non-discrimination and a safe working environment. With a deeply entrenched policy of zero tolerance for bullying, harassment and discrimination, and with multiple available reporting channels – including those through which reports may be submitted anonymously – Statnett ensures its employees can safely speak out about issues of concern, without fear of reprisal. The Ethics and Whistleblowing Committee ensures the independent and professional handling of reports, through systematic case administration, risk assessments and annual reports to Group Management and the Board of Directors. In turn, this leads to learning and prevention across the organisation. The whistleblowing scheme thereby supports Statnett’s efforts to promote a diverse, equitable and inclusive working environment by detecting and dealing with unwanted behaviour at an early stage, and ensuring a uniform practice in compliance with the law and internal guidelines.

Statnett’s values also provide clear guidance for our work with equality and diversity. When we say that *we deliver*, we are making a commitment to ensuring equal opportunities and fair processes, because the quality of our deliveries depends on everyone having opportunities and developing themselves as individuals. When we say *we have courage* we acknowledge that the work demands a willingness to challenge established patterns, speak out about injustice and make changes even when it is hard to do. When we say *we do it together* we take shared responsibility for a corporate culture in which everyone – managers, employees and trade union leaders – contributes to a working environment characterised by respect and equal treatment.

## Involving our employee representatives

Endeavours to strengthen the working environment, equality and diversity are integrated into Statnett’s personnel policies, with the People and Sustainability Department being responsible for developing people, the organisation and the working environment. A key precondition for success is close collaboration with our employees and their elected representatives. Through active collaboration between employer and employee organisations, we ensure that the employee perspective is heard and taken into account in both development and decision-making processes. Statnett is bound by collective bargaining agreements with Tekna – the Norwegian Society of

Graduate Technical and Scientific Professionals, the Norwegian Association of Engineers and Technologists (NITO), the Electrician and IT Workers Union (EL og IT Forbundet), and the Federation of Norwegian Professional Associations (Akademikerne). These agreements also contain provisions that support equality and diversity.

Collaboration with our trade union representatives takes place in both formal and informal arenas, including monthly contact meetings. Statnett's statutory activity and reporting obligation under the Norwegian Equality and Anti-Discrimination Act has been discussed at several of these meetings, at which we jointly review processes such as recruitment, pay and compensation, competence development, career planning, allocation of tasks and development opportunities. We have also assessed potential barriers or risks relating to unfair treatment on the basis of, for example, gender, age, life-phase, ethnicity or disability. In 2025, our dialogue with trade union representatives revealed no particular barriers or risks. Nevertheless, some areas were identified in which we jointly see the potential for further improvement and follow-up.

## The implementation of workplace accommodations to promote equality and counter discrimination

Statnett both wishes and has a responsibility to provide a safe and inclusive working environment where every employee, irrespective of health-related issues, disability, neurodiversity or other factors, has a real opportunity to perform their work in a safe and equitable manner.

We view workplace accommodation as an important tool to prevent discrimination and ensure that employees have what they need to succeed and thrive in their everyday working lives. For Statnett, it is both a statutory duty and a natural part of our efforts in the area of equality, diversity and a sustainable working life.

Statnett offers a number of different accommodations which are frequently used in the organisation. Flexibility in the working day is a key measure. To the extent permitted by the individual's work situation, employees can work from home up to two days a week and participate in our flexitime scheme. The opportunity to work from home up to two days a week, combined with flexitime where relevant, makes it easier for employees to adapt their working days to their personal circumstances. For many employees – particularly women, who still bear the brunt of domestic care obligations in many families – flexibility can be decisive for their ability to balance work and family life. Thus, the arrangement contributes to equality, reduces the risk of indirect discrimination and ensures that more people can participate fully in the labour market over time.

Statnett also emphasises physical and sensory accommodations in its offices. Its administrative buildings offer different zones, quiet rooms, library areas, social areas and rest rooms that enable employees to choose the working environment they need. When premises are to be refurbished, priority is given to ergonomic solutions, adjustable lights and opportunities for further sensory

adaptations such as additional noise mitigation in the workplace. If employees require specific physical accommodations, these are evaluated in consultation with the employer.

Statnett offers access to various software solutions that can support employees with reading and writing difficulties. M365 Copilot is used by many people in the organisation for reading aloud, text simplification, reformulation and proofreading. For employees with dyslexia, Lingdys Pluss can provide further assistance, with functions for reading aloud, spell-checking and support in multiple languages. This helps to offset barriers that would otherwise make the work more challenging.

Accommodation is also to do with how Statnett organises its processes. Recruitment, onboarding, career development etc. are continuously being developed to make them inclusive, foreseeable and adapted to different people's different needs. This applies to everything from how interviews are conducted to how training is given, and how employees are followed up over time to ensure they receive the same development opportunities as others. Accommodation is used actively as a tool to retain employees, reduce sickness absence and create a sense of security, but also to promote equality and prevent discrimination.

## Establishing our women's network

The percentage of women working in the power sector has traditionally been low, and Statnett is no exception. Although developments in recent years have been positive, there is still a clear need for purposeful measures to strengthen recruitment, development and job satisfaction among women in the organisation.

Statnett has established a clear goal of increasing the percentage of women in the workforce and contributing to a working environment in which everyone feels a sense of belonging, and experiences equal opportunities and real inclusion. To support this work, Statnett established a dedicated women's network in 2025. This network acts as a professional and social meeting place across business areas, professional environments and geographic locations.

The women's network is intended to strengthen the employees by facilitating the sharing of experiences, providing inspiration and fostering personal and professional development. Through meetings, professional talks, network discussions and low-threshold arenas, the network will help to raise the visibility of women in the organisation, create role models and promote a working environment where more people can see opportunities for development and promotion.

The network has been established to focus primarily on issues that often affect women to a greater degree than men. At the same time, however, it is open to all employees, irrespective of gender, gender identity or expression, background, role or place of work in Statnett.

## Diversity Team

Statnett has established a dedicated Diversity Team, as a means of strengthening our efforts to promote diversity, equality and inclusion throughout the organisation. The purpose of the team is to raise awareness about diversity in the broadest sense and to foster a working environment where all employees feel they belong, are respected and enjoy equal opportunities.

The Diversity Team reports to our EVP for People and Sustainability and comprises engaged employees from various parts of the organisation. Together, they contribute perspectives and initiatives that can supplement the overarching work done by HR and line management. The Diversity Team:

- **stages training courses, lectures and other competence-raising initiatives** which boost knowledge and understanding of discrimination, diversity and inclusion in practice
- **organises the celebration of red-letter days and religious festivals**, as well as other relevant occasions that help to highlight different identities, experiences and cultures in the organisation
- **highlights issues relating to diversity and inclusion notified by the employees**, both to create safe arenas for dialogue and to provide input for improvements in Statnett's systems and practices
- **promotes internal discussion and reflection**, in part by sharing stories, examples and topics which shed light on everyday challenges and opportunities relating to diversity

The Diversity Team is intended to serve as a mirror for whatever the employees are concerned about and therefore acts as a low-threshold arena for input, engagement and mobilisation around inclusion-related topics. All employees who so wish are encouraged to participate, contribute opinions and take the initiative. In this way, Statnett ensures that diversity-related work remains relevant, rooted in the organisation and based on the actual needs and experiences of the workforce.

## Our efforts to accommodate neurodiversity at Statnett

In the region of 15–20 per cent of the population are neurodivergent. Neurodivergence is an umbrella term that covers many different conditions, such as autism, ADHD, dyslexia, dyspraxia, dyscalculia, epilepsy, OCD and Tourette's syndrome.

To strengthen our efforts to include neurodivergent employees, Statnett and Elhub began a partnership with Unicus in August 2024. The purpose of the partnership was to increase the

organisation's expertise with regard to neurodiversity and develop more systematic and sustainable ways of preventing discrimination and promoting equal opportunities for neurodivergent employees.

In the autumn of 2024, Unicus performed a maturity analysis to assess how inclusive of neurodiversity our organisation was. The analysis resulted in a number of specific recommendations, which Statnett and Elhub followed up through 2024 and 2025. These included:

- **training six neurodiversity ambassadors** who assist managers and employees by providing expertise, support and guidance
- **neurodiversity-related lectures, introduction courses and management training** to raise awareness of different types of neurodivergence and how appropriate accommodations can be implemented in practice
- **neurodiversity-related coaching and support for managers and employees** for whom neurodiversity may be a relevant factor, in order to ensure good and safe processes
- **review of recruitment, onboarding and workplace accommodation processes**, with the aim of reducing barriers and making processes more predictable, flexible and inclusive
- **surveying of office premises in Nydalen** to identify measures that can make the physical working environment better adapted to employees who need shielding from sensory overload, tranquility or alternative work forms

The agreement with Unicus expired in 2025. With effect from 2026, this work will resume internally, led by a steering committee chaired by the EVP for People and Sustainability and in consultation with the neurodiversity ambassadors. This work will include, for example:

- regular neurodiversity-related **courses, lectures and competence-enhancing measures** for managers and employees
- continuous **development and improvement of internal processes**, such that recruitment, competence development, management and workplace accommodations take place in a way that counters discrimination and ensures equal opportunities for all
- systematic development of a **more predictable, flexible and inclusive working environment**, both physically and organisationally

This work is a key part of Statnett's overarching goal of promoting equality and ensuring that all employees – irrespective of neurotype – have what they need to succeed in their jobs and thrive.

## Pride

Statnett celebrates Pride to highlight that Pride is about fundamental human rights, equality and the right to be one's self without fear of discrimination. By celebrating Pride, Statnett wishes to underline that every employee must be able to come to work secure in the knowledge that they will be treated with respect and the opportunity to be open about who they are. Pride is therefore a natural aspect of the work to create an inclusive working environment and a working life where diversity is seen as a strength.

Work with Pride is integrated into Statnett's overarching diversity and inclusion strategy, and is organised through the Diversity Team, which coordinates activities and promotes visibility and engagement across the country. Every year, Statnett stages Pride-related lectures and competence-enhancing measures for employees, with internal and external contributors who help to strengthen the organisation's understanding of inclusion and norms, and awareness of the challenges that LGBTQ+ people may encounter at work.

Statnett also participates actively in Pride events in several local communities. For example, the company has had a visible presence at local Pride parades, such as Sunndal Pride and Alta Pride, which employees have attended and shown support for through participation in joint activities. In Oslo, Statnett has staged a substantial Pride get-together, with a barbecue, quiz and social activities. This has contributed to engagement, knowledge-sharing and community spirit. In addition, Pride is celebrated at several office locations around the country, in close cooperation with local office managers and professional environments. Internally, employees generate engagement through active participation in Pride-related content on Viva Engage.

Through these activities, Statnett wishes to demonstrate that we stand for openness, equality and community – both internally and externally. The celebration of Pride is not a one-off event, but part of Statnett's continuous efforts to create a working environment where everyone, irrespective of identity or orientation, feels safe, respected and included.

# Statnett

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