

and that this should be equally accepted. In 2022, 116 employees took statutory parental leave. The distribution between women and men was 30.1 per cent women and 69.9 per cent men, respectively. On average, men took 16.9 weeks of statutory leave, while women took an average of 33.2 weeks of parental leave.

Sickness absence

Statnett had a sickness absence rate of 4.1 per cent in 2022.

Sickness absence among women was 6.3 per cent, while sickness absence among men was 3.3 per cent. Statnett's sickness absence rate has been at a low level in recent years (about 3 per cent), but absence levels increased in 2022. Both short-term and long-term absence increased in 2022. The increase in sickness absence mainly relates to the period from January to April and November/December.



The distribution of absence related to sick children/childminder is 1.15 per cent for women and 0.65 per cent for men.

Involuntary part-time

Of Statnett's 1,579 permanent employees, 98.4 per cent are employed in 100 per cent positions. Statnett has 25 part-time employees, seven of whom are defined by the company as part-time positions, all within cleaning, and all of these positions are held by women. The positions are located in different places in the country and have a scope of work that does not allow for a higher FTE percentage. There are 18 employees who work reduced hours due to partial disability or at their own request. Women make up 52 per cent of all part-time employees.

Surveys of involuntary part-time work are followed up by managers and will be included in performance appraisal interviews in 2023. For 2022, the survey shows that two of the part-time employees would prefer a higher FTE percentage.

Employee involvement

We include efforts to strengthen the working environment, gender equality and diversity in various activities. Statnett is bound by basic agreements, collective agreements and special agreements between Statnett and the trade unions represented in the company: the Electrician and IT Workers Union (ELogIT), the Norwegian Society of Graduate Technical and Scientific Professionals (Tekna), the Norwegian Society of Engineers and Technologists (NITO), the Norwegian

Civil Service Union (NTL) and a coalition of the Norwegian Association for Professionals and Graduates, the Norwegian Association of Economists and the Norwegian Association of Social Scientists. The collective agreements also contain provisions on gender equality and diversity. Statnett has an active bipartite cooperation with all the trade unions represented, and follows up obligations under the collective agreements in both formal and informal meetings, including monthly contact meetings. Through the contact meetings, the employee representatives are informed about company status for sick leave, employee turnover, hiring of temporary personnel and staff composition, including gender balance, age composition, competence and what measures are being taken to further develop the company in these areas.

In addition, Statnett's Working Environment Committee deals with various topics related to health, safety and the environment. The Working Environment Committee met five times in 2022. It also carried out inspections at Klæbu training centre, the Orkdal substation and the Rød substation.

Ethics and whistleblowing

Violations of Statnett's guidelines – internally or at suppliers – must be addressed with the line manager, the Ethical Ombudsman or via Statnett's electronic whistleblowing channel "Mitt varsel", which facilitates anonymous reporting. Reports via "Mitt varsel" are followed up by the Ethical Ombudsman in accordance with its mandate. This applies to all negative/censurable incidents, including cases involving equality and discrimination.

In 2022, the Ethical Ombudsman received 46 enquiries, 21 of which concern working conditions and 25 concern business ethics and anti-corruption. All cases have been dealt with in accordance with the mandate.



Further work

In 2023, Statnett will continue to work on diversity, equality and anti-discrimination through increased focus on diversity in recruitment, increased awareness of diversity and inclusion among managers and employees, the Ethical Ombudsman and follow-up of working environment surveys and quarterly organisational surveys. We will continue to cooperate actively with employee representatives, the Working Environment Committee and the safety organisation to set necessary priorities and further develop suitable meeting places for this work.

OECD Guidelines for Multinational Enterprises. During 2023, we will consider further updates to our constitutive and governing documents to reflect new expectations and requirements.

Supplier monitoring

We assess country and product risk

Statnett has a global supply chain, and in 2022 we made purchases for just over NOK 6 billion from just under 4,500 different suppliers. In this context, suppliers include contractors, suppliers of products and materials, and other services such as transport and cleaning. With a large global supply chain, there is therefore a significant risk of violations of human rights and decent working conditions.

In assessing the risk (country and product) associated with our supply chain, in 2022 we mapped the potential risk of violations of the following rights: fair wages, freedom of association and the right to collective bargaining, the right to rest, safe and healthy working conditions, satisfactory living standards for workers, leisure time and a reasonable limitation of working hours, as well as the risk of forced labour. We have also identified the potential risk of adverse health effects from exposure to chemicals, hazardous work performed by persons under the age of 18 and the risk of discrimination. The risk mapping also shows that foreign workers on temporary contracts with suppliers or subcontractors are particularly vulnerable.

Assessments of country and product risk are part of the procurement process and may result in stricter qualification requirements in tender competitions.

Furthermore, after specific risk assessments, separate examinations of Integrity Due Diligence can be established. This is to comply with the rules and legislation for public procurement and Statnett's Supplier Code of Conduct on respect for human rights, decent working conditions and sustainability. The examinations and assessments take place in connection with the qualification assessment and are carried out by our contractual partner PWC.

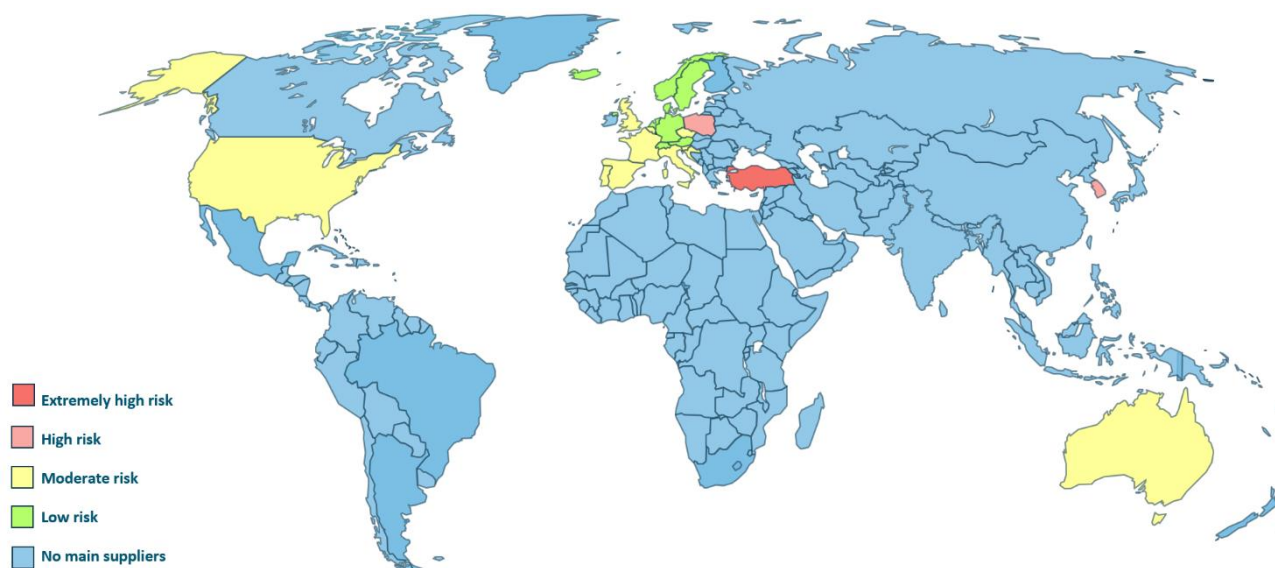
We set requirements

Our requirements for pay and working conditions, which are reflected in our *Supplier Code of Conduct* and Statnett's minimum requirements for pay and working conditions, are part of our contract terms and conditions and are included as separate appendices to the contract. These are required to be passed on to subcontractors throughout the entire contract chain. Suppliers must also confirm that no subcontractors are on selected sanctions lists.

We also set clear expectations for our suppliers through follow-up and dialogue. An example of how we work to build our suppliers' competence in relation to our requirements is Statnett's Suppliers Day. In 2022, senior executives from 21 suppliers were represented, where important topics included due diligence requirements and HSE.

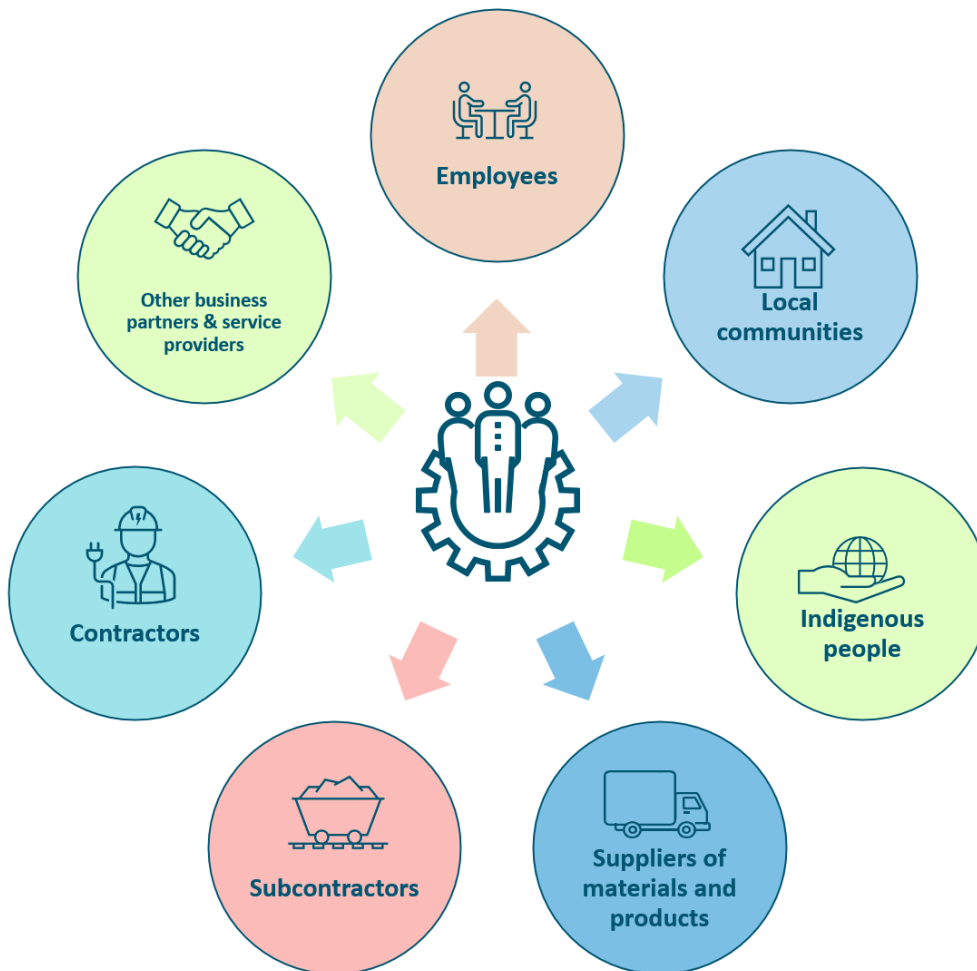
We investigate before we buy

All of Statnett's main suppliers must be qualified in Achilles, which is a qualification scheme for the energy and utilities sector. Achilles conducts approximately 110



Statnett has main suppliers around the world.

Statement on Due Diligence



Statnett has a range of stakeholders, from subcontractors to those affected by our facilities.

Statnett's operations entail a risk of negative impacts on human rights and decent working conditions, for example related to HSE, discrimination, social dumping and unethical business activities. At Statnett, respect for human rights and requirements for decent working conditions are fundamental. We have worked to reduce the risk of negative impact on human rights for many years. In 2022, we carried out further due diligence assessments.

We have identified risks and gaps

In line with the OECD's guidelines for due diligence, we have mapped the risk of human rights violations both in relation to internal employees and in relation to employees in the supply chain. Important areas for Statnett that affect human rights and decent working conditions are HSE and discrimination. Our work on

HSE and diversity is described in more detail in the sustainability report as well as in the chapter concerning the activity duty and the duty to issue statements. Supplier monitoring and indigenous Peoples' rights are given priority in this statement.

We have updated our ethical guidelines

Human rights and decent working conditions must be respected throughout our operations. Statnett's *Code of Conduct* and *Supplier Code of Conduct*, which have been approved by the Board of Directors, reflect this. Our contracts include special requirements for pay, working conditions and ethical guidelines for our suppliers.

In 2022, Statnett also established *Instructions for due diligence statements* that follow the method in the

audits of its qualified suppliers annually. For procurements with a high level of risk, Statnett has stricter qualification requirements.

Statnett cooperates with a number of actors to help combat work-related crime and human rights violations nationally and internationally. Our partners are StartBANK, the Norwegian Tax Administration, samarbeidsforum mot A-krim (cooperation forum against work-related crime) and Fair Play Bygg.

We follow up censurable conditions

If suppliers have significant breaches of the requirements for decent working conditions and fail to rectify the situation, Statnett will apply sanctions in the form of daily penalties, rescission of the contract and exclusion of the suppliers in question from upcoming competitions. We have internal procedures for conducting audits of suppliers. In 2020 and 2021, we carried out three audits each year to establish whether our suppliers follow our requirements in practice. .

In 2022, Statnett carried out four audits. All these audits were carried out in Norway, three of them were of foreign suppliers and subcontractors and one was of a Norwegian supplier. No significant breaches of our requirements were identified during these audits.

We want to be notified

Notification of censurable conditions may be made to managers, safety representatives, employee representatives or the Ethical Ombudsman. In addition, we have an anonymous whistleblowing channel that is available on Statnett's intranet and on Statnett's website. Statnett has followed up all reports made in 2022 by implementing measures or ensuring rectification where required.

We focus on ensuring that the Ethical Ombudsman scheme and the anonymous whistleblowing channel are made known internally and externally. This is included in our Code of Conduct and our Supplier Code of Conduct. We also provide all new employees with training in this area.

In 2022, the Ethical Ombudsman received 46 reports. Of those, 41 concerned internal matters, while the remaining five were related to external matters.

Reports to the Ethical Ombudsman	2022	2021	2020
Of which linked to business ethics and anti-corruption ¹⁾	25	28	26
Of which linked to the working environment ²⁾	21	30	29
Total cases	46	58	55

1) E.g. work-related crime and issues related to legal competence.

2) E.g. conflicts of interest and discrimination.

Rights of Indigenous People

We share information and seek dialogue at an early phase

Statnett's developments in Indigenous areas in Norway entail a risk of negative impact on the Sami right to practise their cultural traditions. The risk is greatest during the construction phase. We inform the public about individual projects on our website, including through notifications, news, licence applications and reports. As part of the public participation process prior to developments, we establish an open dialogue with licensees and affected groups, such as reindeer herders, landowners and local communities. This is important in order to get input on adjustments and measures that may reduce negative impacts.

We always carry out impact assessments, which describe impacts on the environment and society. Where the plans affect reindeer husbandry, we use existing public information about the reindeer herding districts' use of the areas. It is a prerequisite that the person in charge of the impact assessment has knowledge of reindeer husbandry and has contact with reindeer husbandry stakeholders during the assessment phase. For measures that may have significant negative impacts, the impact assessments are carried out by external experts.

We seek to find solutions

In cases concerning Indigenous People we strive to find solutions that respect their rights. Statnett proposes mitigating measures to reduce any negative impact based on both our knowledge and our dialogue with stakeholders.

In most of our development projects, routes are adjusted and adapted based on input from affected groups. A recent example of this is the 420 kV power line between Skaidi and Hammerfest, where Statnett changed the route after dialogue with reindeer herding district 20 Fálá.

Further work on supplier monitoring and the rights of Indigenous People

We will follow up our suppliers more systematically

There's still more we can do to follow up on our supply chain. We are therefore working to put in place a better digital solution for documentation and follow-up of risk mapping and control activities at suppliers.

Furthermore, we will establish a due diligence list of high-risk suppliers based on our own investigations and control activities. We will also place even more pressure

on HSE among contractors and especially among foreign suppliers.

We will increase involvement

We want to increase the involvement of reindeer herders in the assessment phase to ensure good solutions for all parties. Our due diligence assessments indicate that we could be better at understanding the rights of Indigenous People. Therefore, Statnett is working to build competence among our employees.

The duty to engage actively in equality work and the duty to issue statements

For Statnett, it is important to be an attractive employer, irrespective of our employees' background and we aim to have an inclusive working environment. Women and men with approximately the same qualifications, responsibility and experience receive the same pay in comparable positions. This is described in governing documents, which are based in part on the ILO's core conventions.

Diversity, gender equality and anti-discrimination

We work to promote equality and prevent discrimination on grounds of age, gender, pregnancy, parental leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity or gender expression. Our policy for people, management and governance states that no one at Statnett or our suppliers is to be subjected to harassment, bullying or discrimination.

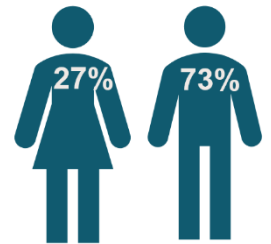
We aim to increase the proportion of women and increase diversity. Many of our positions require a type of education traditionally dominated by men. This applies in particular to the profession of power-supply fitter, where there are very few female candidates for vacant positions. To some extent, this also applies to certain technology and engineering disciplines. Recruiting more a diverse staff is crucial for developing a greater number of talented people in different disciplines with a variety of experience, nationalities and genders.

We take a targeted approach to attract applicants from different backgrounds. When we recruit new employees, we include a diversity statement in all our job advertisements, and we aim to have at least one qualified female candidate in the final round of interviews. We facilitate working conditions for those with reduced functional ability and offer Norwegian language training to applicants who are non-native speakers. To contribute to an inclusive working environment, we have established a diversity group with representatives from both employees and management who work on measures to increase awareness of diversity and equality in the company. Furthermore, Statnett organises social activities that are also intended to contribute to an inclusive working environment, including a Functionary

Committee, a Company Sports Team, a Revue Group and Young at Statnett.

Gender balance

In December 2022, the proportion of women at Statnett was 27 per cent. Among managers, Statnett has 31 per cent women. Statnett's Group Management comprises 62 per cent women.



We work actively with gender balance during our recruitment processes. The proportion of women among new employees in 2022 was 32.6 per cent. Half of the participants in Statnett's annual student summer project "Kube" were women. 12 per cent of our apprentices are women.

Salary

At Statnett, women earn 101.4 per cent of the average salary for all employees.

When we examine women's salaries in relation to job categories (1–4), women earn between 113.1 per cent and 94.6 per cent of average salaries. The average salary for female managers in relation to the average salary for all managers is 103.8 per cent.

Guidelines and collective agreements are intended to contribute to equal treatment of employees with regard to pay and wage assessments. At the same time, Statnett has individual remuneration where there may be an objective basis for wage differences, for example on the basis of performance, expertise and differences in market wage levels. All employees are given the opportunity to raise issues related to their salary with their manager as part of their performance appraisal interview. Managers receive training and guidance on guidelines for individual determination of salary and how the wage settlement should be distributed in a non-discriminatory manner.

Parental leave

Statnett is keen to ensure that men should have the same opportunity as women to take parental leave –

