

Equality Report

ColliCare Group

2023 yearly report – delivered by Equality Check

This report is produced by ColliCare Group with software developed by Equality Check. This report describes the equality status for ColliCare Group and how the business works to secure equal opportunities for all their employees.

Definitions of the groups:

Top Management: CEO, Executive Management (CFO, COO, CDO, CMO) Business Development

Senior Management: Managing Director Finance, Finance Manager NO, Group HR Manager, Sales Director, IT Manager

Mid-Level Management: Product Management, Regional Management, Site Manager, Department Management (reporting to Senior Management)

Entry level/ Non-Management: All employees below level 3, operations, KAM, Controlling etc (except terminal and warehouse worker)

Terminal and Warehouse worker: All employees working in warehouse and terminals.

Employee Representatives has been involved: Management has gone through the titles in the organization in cooperation with employee representatives and in that way decided the groups that will secure equal salaries for work of equal value.

GENDER BALANCE

Total in the business



29% Women – 71% Men

Levels

Top Management



12,5% Women/ 87,5% Men

Senior Management



55,6% Women/ 44,4% Men

Mid level Management

26,7% Kvinner

73,3% Menn

26,7% Women/ 73,3% Men

Entry level / Non-Management

44,5% Kvinner

55,5% Menn

44,5% Women/ 55,5% Men

Terminal and Warehouse worker

9,6% Kvinner

90,4% Menn

9,6% Women/ 90,4% Men

SALARY MAPPING

The table shows women's average salaries as a share of men's average salaries in each groups

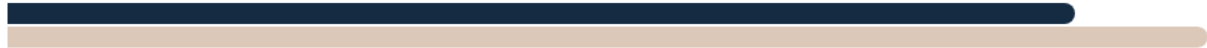
	Basic Salary	Bonus	Other Benefits	Irregular additions	Overtime	Total
Top Management	89%	- No data	Men only compensated	- No data	- No data	85%
Senior Management	109%	- No data	111%	- No data	- No data	105%
Mid- level Management	89%	Men only compensated	196%	- No data	32%	88%
Entry level/ Non Management	91%	49%	47%	Men only compensated	42%	88%
Terminal and Warehouse Workers	100%	- No data	- No data	52%	25%	84%

“Men only compensated” means that only males has received this compensation, and that there is only data for one gender. The same as for women,

“No data” means that there is no numbers put in. E.g, when it says “no data” for overtime it means that there is no overtime. It does not mean that there is a lack of data.

Totally for the Business

Kvinnerns andel av menns lønn er 89%



Women’s share of men’s salaries are 89%

SALARY DISTRIBUTION

The table shows the proportion of women and men who are paid in the various types of pay

Totally for the business:

Bonus		Overtime		Irregular Additions		Other Benefits	
Women	Men	Women	Men	Women	Men	Women	Men
1%	2%	25%	64%	7%	39%	15%	12%

PART TIME AND TEMPORARY CONTRACTS

Part Time Employees

Shown as the number of men and women that are part time employees

Totally for the business



25% women/ 75% Men

Part Time Employees

Shown as the number of men and women working part time

Totally for the business



0% women/ 100% men

Involuntarily Part time: No involuntarily part time employees in the organization

PARENTAL LEAVE

Shows number of men and women with the right to parental leave, and the average number of weeks they took during the reporting year

Totally for the organization



THE EQUALITY STATEMENT

How we have worked with equality, diversity and inclusion:

ColliCare Logistics is an innovative provider of all logistics services within sea freight, road transport, air freight, rail freight, third-party logistics, distribution, home delivery for e-commerce and warehousing services. Our vision is to improve our customers competitiveness through innovative and integrated logistics services of high quality, flexibility and more environmental friendly.

Implementation of our strategies are done through our Integrated Management system, in Board meetings, management meetings and department meetings.

ColliCare has zero tolerance for bullying and harassments – this is implemented in our management system, our personnel handbook and our work regulations.

Whistleblower – available on our website

<https://www.collicare.com/sustainability/whistleblowing>

Employee Surveys are done once per year – this is incorporated into our HR strategy. The target was set to 5 or better on a 1-6 scale for 2023. The result ended on 5,45.

Employee interviews must be done at least once a year. Equality and inclusion shall be part of the interview.

Our ethical guidelines says, among other things: (quotes from the personnel handbook)

- Zero tolerance for bullying and harassments. All our employees has the right to a work environment free from discrimination and harassment
- ColliCare are committed to give equal opportunities and justice for all our employees
- Our employees must treat each other with respect
- If you see something that is of concern, you are urged to use our whistleblower procedures. You can report anonymously. All reported incidents will be treated in line with set procedures. This channel is for all, employees, suppliers, customers, business partners or other stakeholders

We want everyone to feel at home and to feel free to be yourself. Everyone shall feel safe to use their own unique combination of competence, professional background, and personal experiences in their work life, independent of age, sex, or ethnic background. We have therefore emphasized on training and courses together with good preboarding and onboarding processes.

Bullying and harassment (quotes from the personnel handbook): the organization has zero tolerance for bullying and harassment.

Definition/ Explanation: Bullying is when someone repeatedly and over time are exposed to negative actions. Examples are harassments, bullying, ostracism, hurtful teasing, invisibility, deprivation of work tasks and similar. It is typical that the victim is not able to defend themselves. Bullying can be a threat for peoples physical and psychological health. Employees are not to be exposed to harassment, including sexual harassment or other inappropriate behaviour. By harassment we mean actions, omissions or statements that have the purpose or effect of being offensive, intimidating, hostile, degrading or humiliating. Sexual harassments are to understood as any unwanted sexual attention that has the purpose or effect of being offensive intimidating, hostile, degrading, humiliating or bothersome.

What to do if you feel offended:

- Write down the incidents
- Contact your safety representative/ employee representative, HR or your supervisor and explain the situation
- Talk about the issues with someone you trust

Are you witnessing misconducts, what can you do:

- Show that you take a stand against such misconducts
- Contact your supervisor, safety representative/ employee representative or HR
- Make sure you are not the one to gossip, spread rumours or ridiculing
- Take time to listen to and care for those who have been subject for misconducts.

We shall have a working environment based on openness, safety, respect and trust.

Gender Balance: ColliCare operates in a male dominated business. This is clearly visible in the statistics shown in this report.

Our risk assessment shows the following risks for discrimination or obstacles for equality:

Gender Balance: our biggest risk is a low share of women in the different levels, especially in Top Management, Mid-level and Terminal/ warehouse workers.

Ethnicity Diversity: Even if we have several different nationalities in our organization, most of them are on the lower levels.

Age: Average age in the organization is 41,25. This is not assessed as a risk factor.

Sexual Orientation: not inclusive language can, in male dominated organizations, be a threat. As an employer we value all, independent of their sexual orientation. We ensure equality for all and are therefore considering this as low risk.

Gender Diversity: In ColliCare we operate with judicial gender for salary statistics as this is in compliance with laws. We recognize this as a non-inclusive practice and are looking for ways to

include gender diversity when possible and how we can solve this in our HRM system. We do not have any indications of this being a risk as per today.

Salaries: There is a higher number of men in the highest paid positions, like the top management and mid-level management. Otherwise there are only minor differences for the same type of positions. Reason for the minor differences is due to seniority, responsibilities and competence. In a few cases it is due to change of positions and the employee has kept its salary.

Part time, Temporary and involuntary part time: Most of our temporary and part timers are students. We mainly work with full time positions and our organization shows no tendency to temporary and part time positions are a risk.

Parental Leave: In general men and women take the parental leave they are entitled to. The statistics show that men are taking fewer weeks than women. The reason is that men are mainly entitled to fewer weeks than women.

Employees with a handicap: Most of our offices are facilitated for wheelchair users with elevators and toilet facilities. Considered to be a no risk.

Work Environment: We have statistics of whistleblower cases. This shows that there are no challenges with sexual harassment. The organization has a zero tolerance for bullying, harassment and sexual harassment. We do have well implemented routines and the whistleblower is entitled to have several channels to address, other than the manager.

Work-Life Balance: ColliCare finds it important that all employees have a sustainable work career and will facilitate for individual needs for flexible work hours and have guidelines for use of home office and vacation outside of usual holiday periods. At the same time, this business is known for high workloads. When there is need for overtime, employees will be compensated with overtime pay or with time off. We also have well implemented routines for employee interviews and are highlighting the importance for communication, good dialogues and valid management training. In this way we seek to find incidents where the work pressure could be experienced as too high. We emphasize the trust between the manager and the employee so that everyone can manage their own work day when there is an extensive workload compared to more calmer days.

Salaries: It is not found any significant difference on the basis of gender, handicap, sexual orientation, gender diversity, religion, ethnicity, pregnancy or parental leave. The organization works for equal pay for equal work and for equal competence/ education. Salaries for terminals and warehouses are mainly regulated by tariffs.

The reason for the identified risks

Gender Balance: The low share of women in some areas are caused by the recruiting.

Recruiting: We are working in a male dominant business. It is traditionally difficult to recruit women for terminals, warehouses and drivers.

Salary differences: the gender differences in the category "other benefits", company cars and mileage allowances, are due to that these benefits are received by those who need to travel a lot as part of their position. The gender differences in the categories "overtime" and "irregular additions" are due to that 90,4% of the employees at the terminals and warehouses is men.

ColliCare do not have any guidelines, routines, training programs or formal/informal systems that causes discrimination.

Work contracts are standard and are written in an understandable language for the person that are to be hired.

Our targets:

- ColliCare are to work for a higher percentage of women at terminals and warehouses, 40-60% gender balance
- ColliCare is to work for a minimum a 40% share of women in the organization
- We seek to attract a huge diversity of candidates when recruiting
- As far as it is possible, seek to have one male and one female as the end candidates in a recruiting process.
- Encourage women to apply for male dominated positions
- We want to be perceived as a company who takes diversity and equality seriously
- We will quality assure and set salary levels for the different categories of positions

Actions to prevent discrimination and to improve equality, diversity and inclusion

- Increase the competence for these areas as part of HR management meetings
- A walkthrough of inclusive and gender neutral language in work advertisements
- Continuously focus on the recruiting process in management meetings
- Training material shall have inclusive and gender neutral language, together with the use of illustrations
- A walkthrough of all our offices to ensure wheelchair accessibility
- Mapping of salaries at all levels

Our plan to ensure that actions are done

- Implement diversity as part of all HR management meetings
- Implement obligatory e-learning to understand that discrimination can be done unconsciously. This to be done during 2025
- During 2025, ensure that the whole Personnel Handbook has inclusive and gender neutral language
- During 2025 ensure that all HR documents, processes and procedures has inclusive language
- Salary levels to be set for all position levels during 2025
- Recruiting responsible and the HR manager will go through all job advertisement before publishing them to ensure diversity and equality
- Status and statistics to be presented in management meetings to quality assure diversity and equal opportunities for all candidates.

Evaluation of targets, actions and results

We are in all satisfied with the framework that we have in place for a more inclusive work environment. We have not found any major or severe deviations.

This is continuously improvement work and our main focus for the next period is the recruiting process, walk through of all salary levels and ensure inclusive language.

ColliCare has a diversity of employees with different background and with cultural differences. We see diversity as one of the strengths of our business. Diversity leads to innovation, growth,

better problem solving, increased creativity, more flexibility and strengthening of cultural understanding and languages. Diversity, together with knowledge and engagement contributes to the company's growth and competitiveness.

ColliCare's greatest strength is our employees!