

Novo Nordisk Norway AS

Diversity & Inclusion Report 2022 - Novo Nordisk Norway AS

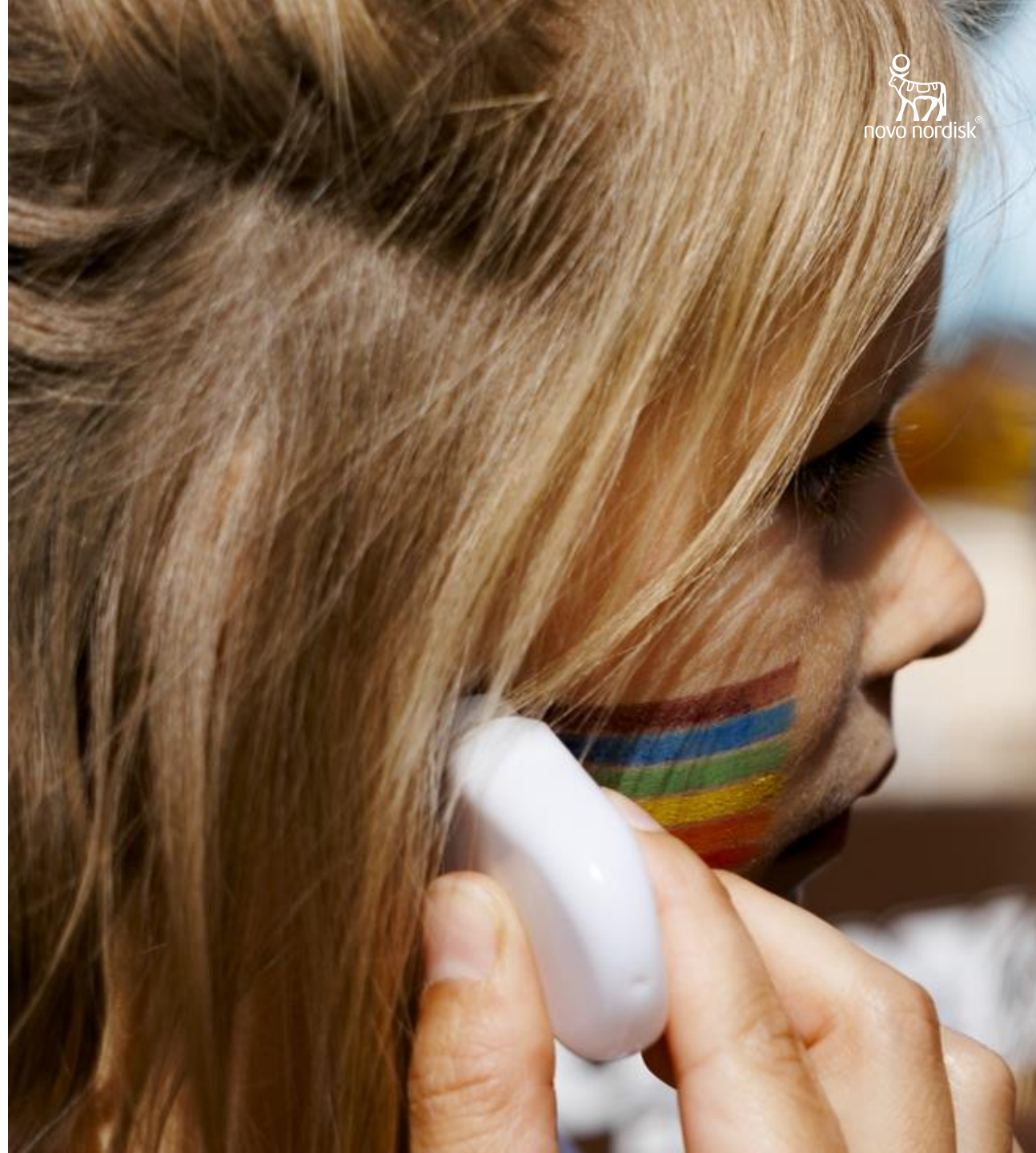


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The Purpose of the Report

In Novo Nordisk Norway we work for equality, and against discrimination on the grounds of gender, pregnancy, parental or adoption leave, ethnicity, religion, gender identity, or any combination of these. The purpose of this report is to shed light on how we actively work to prevent discrimination, and to illuminate any potential for improvement.

In the Norwegian affiliate, diversity & inclusion are central to our company culture, so we can truly be a sustainable employer.

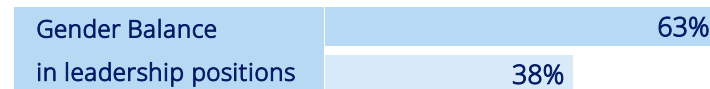
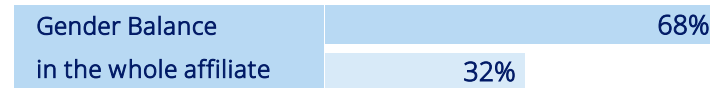
To read more about our global aspirational targets, you can visit <https://www.novonordisk.com/sustainable-business/esg-portal/principles-positions-and-policies/diversity-inclusion-policy.html>

Our People

In the following section, you will find data regarding our gender balance, and different types of employment in the Norwegian Affiliate for 2022.



Gender Balance in the Norwegian affiliate per December 2022



Women Men

Highlights:

- 23 men & 48 women working in the affiliate in 2022
- Men are underrepresented on an organisational level (32% men)
- Room for further development regarding male representation in non-leadership positions, and this will continue to be considered in recruitment processes

Temporary, part-time and parental leave in the Norwegian affiliate during 2022

Gender	Temporary Employees	Part-Time	Parental Leave
Women	3	4	4
Men	1	4	3

Highlights:

- All of our part-time employees are voluntarily hired on a part-time contract. They are combining studies with a part-time position
- All of our employees are hired as full time employees on permanent contracts, except employees hired as a parental leave cover.



Building a Diverse Workforce

In Novo Nordisk Norway, we commit to an inclusive recruitment process and equality of opportunity for all our job applicants.

Our recruitment processes therefore conducted as such:

Advertisement

- Advertisement of vacancies is done as broadly as possible. We ensure this by having several example templates to use for inspiration and guidelines on what should and should not be included
- Vacancies are posted internally and/or externally, allowing internal applicants to apply
- If possible, we ensure minimum 2 women and/or candidates from underrepresented groups on short lists.

The interview process

- To ensure that the interviews are as similar as possible for all candidates and that no questions asked are irrelevant or illegal, we have created templates for interviews and reference checks.
- We include several people in the recruitment process to avoid bias, and the recruitment panel should always contain both women and men.

Salary Decisions

At Novo Nordisk Norway, it is important for us that all employees receive the right salary for their work, regardless of gender, and this is something we work actively and continuously towards.

Here are some actions we take to ensure equal pay for equal work:

- We use job level specific salary ranges that are aligned with local industry benchmarks to ensure equal pay for equal work
- Employees who are or have been on parental leave will be assessed in wage negotiations in the same way as other employees
- We map gender balance and parental leave once annually
- All employees have a annual salary review
- We cross-functionally align and analyse individual bonus evaluations annually to avoid biases. In 2022 we have not found any significant gender related differences (2.8% individual evaluation difference in favour women)

Pay gap in Novo Nordisk Norway in 2022:

Representing difference in average salary range % placement between men and women

3.2%

in favour of men

This number is based on all employees working in the affiliate in 2022, excl. management team members and GM.



Equal Opportunities

Employee Development

In Novo Nordisk Norway, everyone should have equal opportunities for development both personally and professionally, short-term and long-term. Once a year, all employees make their own individual development plans together with their manager, where the purpose is to focus on their own career and set short-term and long-term goals. This is a discussion of what skills the employee wants to acquire or improve to reach their potential, and how this can be done in the best way.

In Novo Nordisk Norway, we strive for all employees to have equal opportunities. We encourage internal employees to apply for open vacancies. In some positions, we only advertise internally as we strongly believe that we already have the right competencies in-house.



Equality

At Novo Nordisk Norway, we are committed to creating an inclusive culture that celebrates the diversity of our employees, our patients and the communities we operate in. Here are some of the actions we take to facilitate this:

- Our office is designed to accommodate employees with disabilities, and pregnant women
- Access to the office, sanitary facilities and work equipment are provided so that employees with disabilities can work with us
- The canteen offers a large selection of food, and allergens and dietary preferences are accommodated for
- At all internal events, we ensure that everyone can participate regardless of any disabilities or other matters of importance
- We use a gender neutral term for parental leave and encourage both women and men equally to take advantage of the opportunity

Inclusive Workplace

Our Inclusion Index

We can only unlock the power of diversity when we have an inclusive culture where all employees feel valued and have a sense of belonging.

To be able to track progress and measure inclusion we introduced our global inclusion index as a key part of our annual engagement survey in 2021. The inclusion index is a numerical indicator of how our employees rate the state of inclusion in our organization and consist of four inclusion statement:

- I feel free to speak my mind
- There is an equal opportunity for people to have a successful career at the company
- I feel like I really belong at our company
- My team has a climate in which diverse perspectives are valued

Inclusive Workplace

To create an inclusive workplace, we are adapting our ways of working to fit the needs of our current and future employees.

“Flex-able” beliefs:

Our four Flex-able beliefs are designed to provide clear, global guidance:

- Workplace flexibility should always be considered an option if tasks and activities can be performed remotely. However, it must never jeopardise business needs
- We need to meet physically to ensure that we continue to strengthen our company culture, innovation power and relationships
- It is the responsibility of leaders to allow the right level of flexibility for each employee
- One size does not fit all. Workplace flexibility agreements must respect and take differences in job requirements, employee preference, local regulations, norms and cultures



Working Environment

Work Life Balance

In Novo Nordisk we aspire to facilitate a flexible working environment. We know that life is anything but linear, and balancing what is important at different stages of our career is never easy. That's why we make room for diverse life situations, always putting people first.

- The standard working hours are 37.5 weekly hours excluding lunch
- We offer a flexible home office arrangement where each employee can adapt their work week according to what suits them the best. Where possible, we make it possible for everyone who is in their home offices to attend meetings via Teams
- Meetings are held between 09:00 and 15:00. Every other Friday we have a meeting-free day
- We have a policy that we do not send emails outside the standard working hours

Creating a safe working environment for the employees in the Norwegian affiliate

- Routines for reporting matters worthy of criticism, e.g., harassment, are easily accessible to all employees
- The psychosocial working environment is mapped annually by an employee engagement survey. Through the survey, employee mental well-being and stress symptoms are monitored regularly. The survey results provide the People managers an indication of what to focus on regarding team well-being. All employees are invited to a team dialogue to view the results, discuss priorities and agree upon an action plan. In addition, we create an action plan on an organisational level for Norway.

