

# Equality statement – Centric IT Professionals AS

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## Part 1: State of gender equality (se attachment nr 1)

### Gender balance and age

In 2021, Centric IT Professionals (ITP) had a total of 166 employees. There is a high predominance of male employees (81%), 19% being women. Most of these employees work within IT, numbers do mirror a labor market that is male dominated.

### Job levels and salaries

For the calculation of salary differences, we have divided fixed salary (hourly salary), overtime, bonus, and any other benefits for the financial year 2021. Regarding the design of job levels, we have chosen to divide the employees only by job category. We do not yet have a system for job levels that makes sense to us as a staffing agency. Our employees are hired in various assignments, and their role description and level is determined by the customers way of organizing their employees. Thus, employees have been divided according to the job category they have in our salary system, which has a background in both education and experience. Examples of categories are "IT-consultant", "IT Technical consultant" and "Developer".

### Temporary staff

In Centric ITP, 40% of the employed women were temporary employees in 2021, while 33% of the male employees were temporary employees.

Generally, we hire permanently, but we have several employees who themselves want temporary employment. Reasons for this can be to keep their flexibility and be able work multiple jobs, have time off between assignments etc. We also hire temporarily if the candidate can only work within a given geographical area, within a specific time frame or is a candidate for a role that is not within our core business.

### Part-time work and involuntary part-time work

1,16% of the employed women in ITP are working part-time, and 2,30% of the employed men are part-time workers. This is by their own request, or by the request of our customer. As our business relies on our employees we offer our customers, we of course want as many of them working full-time. Therefore, if the employee wishes to work full-time and we have an open vacancy that fit their background, they will be sent as a candidate to the given customer.

### Differences in salaries – development and causes

A comprehensive wage survey was not carried out in 2020, so we do not have good enough figures from last year to make an analysis of developments over the past year. This will be completed in 2023.

We are a staffing company and follow the working environment law. Here, we are obliged to ensure that our customers follow the principle of equal treatment/ Likebehandlingsprinsippet (Arbeidsmiljøloven § 14 - 12 a), and in accordance with this, among other things, ensure that our

employees are given the same salary as they would have as direct employees of the customer. We do see some wage differences between gender within the categories "IT consultant" and "IT Technical consultant", where the female employees get paid around 80% of that of their male colleagues. As we have not divided our employees into levels, it is hard to say if the wage difference is caused by a difference in gender or a difference in level (given by experience, education, certifications etc.). Regardless, this gives us an idea of why it is important to divide our employees into levels in the future.

## Part 2: Our work for equality and against discrimination

### Principles, procedures, and standards for equality and against discrimination

- Considerations of equality and non-discrimination are included in our personnel policy, as well as described in the company's ethical guidelines. These follow from our membership in the industry association "Staffing and Recruitment" in NHO Service og Handel.
- The company has a notification system via the intranet Wiki for internal employees. For external employees, notification is made via the safety representative/employee representative and is described in the personnel handbook.

### This is how we work to ensure equality and non-discrimination in practice

- The people involved in our equality work are the HR Manager, employee representatives, and representatives from the management.
- In 2021, we have only met once, and the work has not been consistent throughout the year. This is mainly because we lacked an HR manager most of the past year.
- In 2022, there will be quarterly meetings with representatives from HR, management, and employees, where various topics and activities will be discussed and evaluated.
- We use the system Peakon to conduct employee surveys throughout the year, analyzing these and plan activities based on the survey result trends.

### Investigation of discrimination risk and barriers for gender equality

- In the fall of 2021, we conducted an employee engagement survey through the system Peakon. The survey included topics such as diversity, inclusion, health, and well-being.
- HR, with input from the employee representative, have reviewed all the company's guidelines in the various personnel policy areas. The review was conducted in the first quarter of 2022.
- It is not possible to map physical conditions in accordance with the work to facilitate for the people with various disabilities, as this is customer-specific. This must be evaluated for each assignment and each customer.
- An internal audit of HR procedures was carried out, as well as an annual audit (by an external party) of the company's quality system in January 2022, where all procedures and guidelines were reviewed.
- HR and payroll completed the mapping of gender equality in the first quarter of 2022.

### We discovered the following risks of discrimination and obstacles to equality

- There is currently no specific continuous work within gender equality and discrimination that is rooted in the company's strategies, tools, and guideline.
- Lack of training in interview technique for newly hired recruitment advisers, which causes a risk for discrimination when hiring.
- Although we have general ethical guidelines against harassment and discrimination, they are rarely updated, and few are aware of them. This also applies to notification routines within these areas.
- Although the proportion of women employed in ITP mirrors the labor market somewhat, we have no specific focus on attracting more female IT consultants.
- Lack of management training for new and existing managers can provide a basis for discriminatory behavior.

### Measures we are planning in the coming year

- A plan will be set up for continuous work regarding gender equality and discrimination throughout the year 2022 (in accordance with the requirements for the gender equality report).
- We have invited an external course leader to execute a 2-day course in interview techniques for everyone who was hired during 2021, as well as anyone else who wishes to participate.
- We will introduce a common leadership course for all leaders in Sweden and Norway, which will present us with a common platform to further base our work on.
- Continue the work related to Peakon, analyzing the results we have gathered, plan activities based on these, plan new surveys, topics and frequency of dispatchment.
  - We will update our guidelines regarding harassment, discrimination, and gender equality within the company. These will be made well known throughout the company, in addition to our routines on how to report incidents that might take place.
  - We will introduce a routine in 1:1 conversations with employees that deals with the topic of discrimination / equality, as this can often be difficult for us to keep track of when incidents occur in our customers facilities.

### Results of the work and expectations for the work ahead

No special measures have been initiated for this work in the past year (2021), and therefore there are no result to assess at this given time.

- In the coming year, we will focus on establishing a good meeting routine for the group, write out an action plan with concrete measures and dedicated people in charge.
- We generally wish to increase in the skills of employee representatives, management, and HR in work against discrimination and for gender equality. HR will take responsibility for finding relevant courses etc. and invite relevant participants.