

Activity and Reporting Duty – Alloc AS 2024

In 2024, Alloc AS had the following distribution of permanent employees across various job categories:

Job Categories	Number	Gender Distribution	Average Annual Salary Men	Average Annual Salary Women	Women's Share (%)
Administration	28	F: 50% M: 50%	NOK 700,000	NOK 692,000	99%
Management ¹	16	F: 19% M: 81%	NA*	NA*	93%
Sales/Marketing	10	F: 20% M: 80%	NA*	NA*	96%
Production (operational)	67	F: 22% M: 78%	NOK 588,000	NOK 564,000	96%
Warehouse (operational)	17	F: 35% M: 65%	NOK 558,000	NOK 533,000	96%
Maintenance	16	F: 0% M: 100%	NA*	NA*	NA

¹Managers with personnel responsibility

*NA = Fewer than 3 women. Not shown due to GDPR.

The analysis shows that the gender distribution in administration was very well balanced in 2024. The warehouse had a satisfactory distribution, while the proportion of women was low in management positions, sales/marketing, and production. There were no women at all in maintenance.

The salary level for women in administration was marginally lower than for men in 2024. In other categories, it was somewhat lower. For production and warehouse, the salary level is governed by a seniority scale according to the collective agreement. The difference is mainly due to variable supplements, such as shift arrangements. In sales/marketing and management, the small number of women can lead to varying outcomes. Additionally, a male top executive may reinforce the difference.

About 4% worked part-time, of which 57% were women. None of them worked part-time involuntarily. The company focuses on accommodating those who need to work part-time, but the main principle is to offer 100% positions. About 1.5% were temporary employees in 2024, with a majority being men. The main goal is to offer permanent positions as far as possible.

In 2024, sick leave among women was 10.5%, which is high compared to 3.7% among men. However, there were a couple of long-term sick leave cases that particularly affected the statistics. The company works systematically to accommodate employees during illness and special needs, for both women and men. About 3.5% of employees took parental leave in 2024, one-third of whom were women.

The company continuously works on the work environment and well-being to prevent harassment and discrimination based on gender, ethnicity, disability, sexual orientation, etc.

This is embedded in our guidelines and work regulations. A whistleblowing system is in place in case of unwanted situations.

The employer works together with employee representatives to promote equality and prevent discrimination. We have the following goals and measures for this work:

Recruitment

Goal: Increase the proportion of women to 30% in production, increase the proportion in sales/marketing, and hire women in Technical & Maintenance.

Measures: Fair recruitment, inclusive job advertisements and processes.

Salary/Leadership

Goal: Eliminate gender pay gaps and increase the proportion of female leaders to over 30% in the long term.

Measures: Annual salary reviews, encourage women to apply for leadership positions, and offer flexible working hours.

Work Environment/Discrimination

Goal: A healthy and positive work environment without discrimination, bullying, or harassment.

Measures: Annual work environment surveys to monitor the situation, risk assessments to accommodate and include all employee groups, and the opportunity to report violations.

There were fewer women in the organization at the end of 2024 than the year before. However, since the total number of employees also decreased, the proportion of women remained unchanged. This shows that we must continue this important work. On the other hand, half of the new hires in 2024 were women. The proportion of female leaders increased from 13% to 19% in 2024.

There were no specific or known cases of discrimination in 2024.