

Diversity, Equity and Inclusion Policy

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1 Purpose

Soiltech is committed to providing a respectful, inclusive and fair working environment in which diversity is valued, and all individuals are treated with dignity and respect. Our people are our most important resource, and diversity, equity and inclusion contribute to a strong safety culture, sound decision-making and sustainable business performance.

2 Scope

This policy applies to all Soiltech employees, members of management and the Board of Directors, as well as hired personnel, consultants and contractors working for or on behalf of Soiltech. The policy applies to all activities under Soiltech's operational control and defines expectations towards suppliers and business partners where relevant.

Local policies, procedures and employment practices shall be aligned with this policy and comply with applicable laws, regulations, employment frameworks and collective agreements.

3 Diversity, Equity and Inclusion Commitments

Soiltech shall conduct its business in a manner that promotes diversity, ensures equity and fosters an inclusive working environment. Discrimination, harassment, exclusion or unfair treatment are not acceptable and will not be tolerated.

3.1 Equity and Equal Opportunities

Soiltech recognises that equal treatment does not always result in equal opportunities and shall therefore strive to ensure fair, equitable and transparent treatment of employees.

Employment terms and conditions, including compensation and benefits, may differ based on objective and legitimate factors such as:

- Legal entity and country of employment
- Applicable laws, regulations and employment frameworks
- Local labour market conditions and cost of living
- Contractual arrangements and collective agreements

Such differences do not constitute unequal treatment where decisions are based on objective, transparent and non-discriminatory criteria.

Soiltech shall:

- Ensure that employees performing comparable roles are treated fairly within the context of their applicable employment framework.
- Make decisions related to pay, benefits and working conditions consistently and in compliance with relevant legislation.
- Seek to identify, monitor and address unjustified or systemic differences, including gender-related pay disparities.

3.2 Fair and Non-Discriminatory Treatment

Soiltech shall:

- Treat all individuals affected by its activities with fairness, dignity and respect
- Provide equal opportunities and prevent discrimination, harassment or exclusion
- Discrimination or harassment based on gender, age, nationality, ethnicity, religion or belief, disability, sexual orientation, marital status, political views or other protected characteristics is prohibited.
- Base recruitment, promotion, development and employment-related decisions on competence, qualifications, experience and suitability for the role.

- Provide reasonable workplace adjustments to enable employees with disabilities or health-related limitations to perform their roles.

3.3 Inclusive Working Environment and Culture

Soiltech shall promote an inclusive working environment where differences are respected, valued and used constructively.

The organisation shall:

- Encourage open dialogue, cooperation and mutual respect across roles, functions and organisational levels
- Foster a working environment in which employees feel safe to speak up and contribute
- Ensure that employees are able to participate in and contribute to a safe, productive and respectful workplace

An inclusive working environment is a shared responsibility across the organisation.

3.4 Leadership and Employee Involvement

Inclusive leadership is fundamental to achieving Soiltech's diversity, equity and inclusion objectives. Managers and leaders shall:

- Act as role models and demonstrate inclusive behaviour in line with Soiltech's leadership principles
- Ensure fair, objective and transparent people-related decisions
- Create psychological safety and ensure that different perspectives are considered
- Address inappropriate behaviour, discrimination or harassment promptly and consistently

Employees are encouraged to contribute to an inclusive culture and to speak up if they experience or observe behaviour that is inconsistent with this policy. Diversity, equity and inclusion shall be supported through communication, awareness and relevant training activities.

3.5 Reporting and Follow-up

Concerns related to discrimination, harassment or breaches of this policy shall be reported through established reporting channels, including line management or the whistleblowing system. Reported concerns shall be handled confidentially and in accordance with applicable procedures. Retaliation against individuals who raise concerns in good faith is prohibited.

3.6 Continuous Improvement

Soiltech is committed to continuous improvement of diversity, equity and inclusion through regular review of policies and practices, employee feedback, management follow-up and learning activities. Diversity, equity and inclusion considerations shall form part of relevant organisational and leadership follow-up processes.

4 Roles and Responsibilities

- The Board of Directors: Overall responsibility for Soiltech's diversity, equity and inclusion commitments and expectations.
- Management: Responsible for implementing this policy and ensuring appropriate resources, governance and follow-up.
- Managers: Responsible for fostering an inclusive and respectful working environment and addressing diversity, equity and inclusion-related risks and improvement actions within their areas of responsibility.

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- Employees and hired personnel: Responsible for acting in accordance with this policy and contributing to a respectful and inclusive workplace.