

Equality and Non-Discrimination Report 2025

Pharma Marine AS actively works to promote equality and prevent discrimination throughout the organisation. We are committed to providing an inclusive workplace where all employees are treated with respect and dignity, regardless of gender, stage of life, ethnicity, language, religion, beliefs, sexual orientation, or disability.

Our workforce represents 18 different nationalities, contributing to a diverse and inclusive working environment. Equality, diversity and inclusion are embedded in our strategies, policies and company culture.

Gender Composition of the Workforce

At the end of 2025, Pharma Marine employed 87 people, of whom 40% were women. Women are well represented in management positions, while men constitute a larger proportion of the production workforce.

We maintain a conscious focus on gender balance in our recruitment processes and have no employees working involuntary part-time positions.

Equal Pay and Fair Remuneration Practices

Pharma Marine's remuneration policy is based on the principle of equal pay for work of equal value, responsibility and complexity.

We continuously work to ensure fair salary development for all employees. Annual salary adjustments are provided to all staff. For several employee groups, salaries are determined collectively, contributing to a consistent and transparent pay structure. Any individual differences in compensation are linked to specific responsibilities and job functions.

Preventing Discrimination and Harassment

The company maintains clear policies and procedures for preventing and addressing discrimination, harassment and inappropriate behaviour. Whistleblowing procedures are regularly updated and readily available to all employees in both Norwegian and English.

Our Code of Conduct forms an integral part of the Employee Handbook, and relevant extracts are included in job descriptions. These are reviewed with all new employees during onboarding. Similarly, the prevention of workplace conflicts and bullying is firmly embedded in the company's Health, Safety and Environment (HSE) framework.

Competence Development and Inclusion

We actively promote competence development and inclusion. In 2025, we employed four apprentices, who received close support from supervisors, instructors and HR. We also maintain a strong partnership with the local apprenticeship training organisation.

In addition, several employees are pursuing vocational qualifications through Norway's practical candidate scheme.

We ensure appropriate support for employees returning from parental leave, helping them transition back into work in a safe and positive manner.

Systematic Approach and Organisation

Efforts relating to equality and non-discrimination involve management, HR and employee representatives, ensuring broad ownership and continuous follow-up.

Our governing documents, including the Employee Handbook and HSE Handbook, are regularly reviewed and updated and remain accessible to all employees.

Measures Promoting Equality, Diversity and Inclusion

- Close cooperation with the Norwegian Labour and Welfare Administration (NAV) to facilitate work training and support individuals returning to employment.
- Workplace accommodations for pregnant and nursing employees are implemented across all departments. This includes, among other things, leave for nursing breaks, exemption from night shifts and adjustments to specific work tasks. A revision of the company's procedures for pregnant employees is currently underway.
- Close and equitable follow-up of employees on parental leave or sick leave.
- Temporary workplace accommodations for employees on sick leave.
- Awareness that a multilingual workforce may create communication challenges. To support integration and communication, the company has provided free Norwegian language courses for employees with different linguistic backgrounds.
- Flexible arrangements enabling employees to observe religious holidays.
- The company's lunch programme accommodates food intolerances and allergies through clear labelling. Alternatives are provided for employees with gluten or lactose intolerance. Food is also labelled with consideration for religious dietary requirements. The same practices apply to social events organised by the company.
- Continued development of leadership and personnel management procedures, describing fair and responsible personnel management based on common principles.
- Revision and further development of leadership and personnel management procedures, including structured review sessions for all managers.

- Probationary review meetings are conducted regularly with all new employees during their first six months of employment. Integration is discussed as a standard topic, and any challenges can be addressed.
- A company-wide policy for gifts and other forms of appreciation applies equally to all employees.
- Our job advertisements encourage all qualified candidates to apply. Diversity considerations are integrated throughout the recruitment process.
- Implementation of a strategic plan to strengthen cooperation and dialogue

Looking Ahead

Pharma Marine will continue to strengthen equality and diversity through targeted initiatives, clear leadership and effective workplace practices.

We regard this as an important foundation for employee wellbeing, professional development and sustainable value creation within the company.

