



SNC · LAVALIN



NORWAY DIVERSITY & INCLUSION ACTION PLAN (2020)

Different perspectives, outstanding results



Our Commitment to Diversity and Inclusion

At SNC-Lavalin, we believe that, in today's global market, diverse groups make better decisions and that better decisions lead to better business results.

We are committed to cultivating a diverse and inclusive work environment, where world-class talent knows no distinctions and is empowered to realize their full potential as important members of our team.

Access to a wider repertoire of ideas and experiences accelerates the development of solutions adapted to our clients' needs. Simply put, it gives us a competitive advantage and breeds innovation.



Our aim (Norway)

To be recognised as a leader in D&I within our sector through



Awareness

Fostering an environment where we view the diversity of our employees and clients as a source of strength and where differences and inclusion are both valued and respected



Empowerment

Secure minimum 30% female staff, as well as minimum 40% women in leading positions by 2020

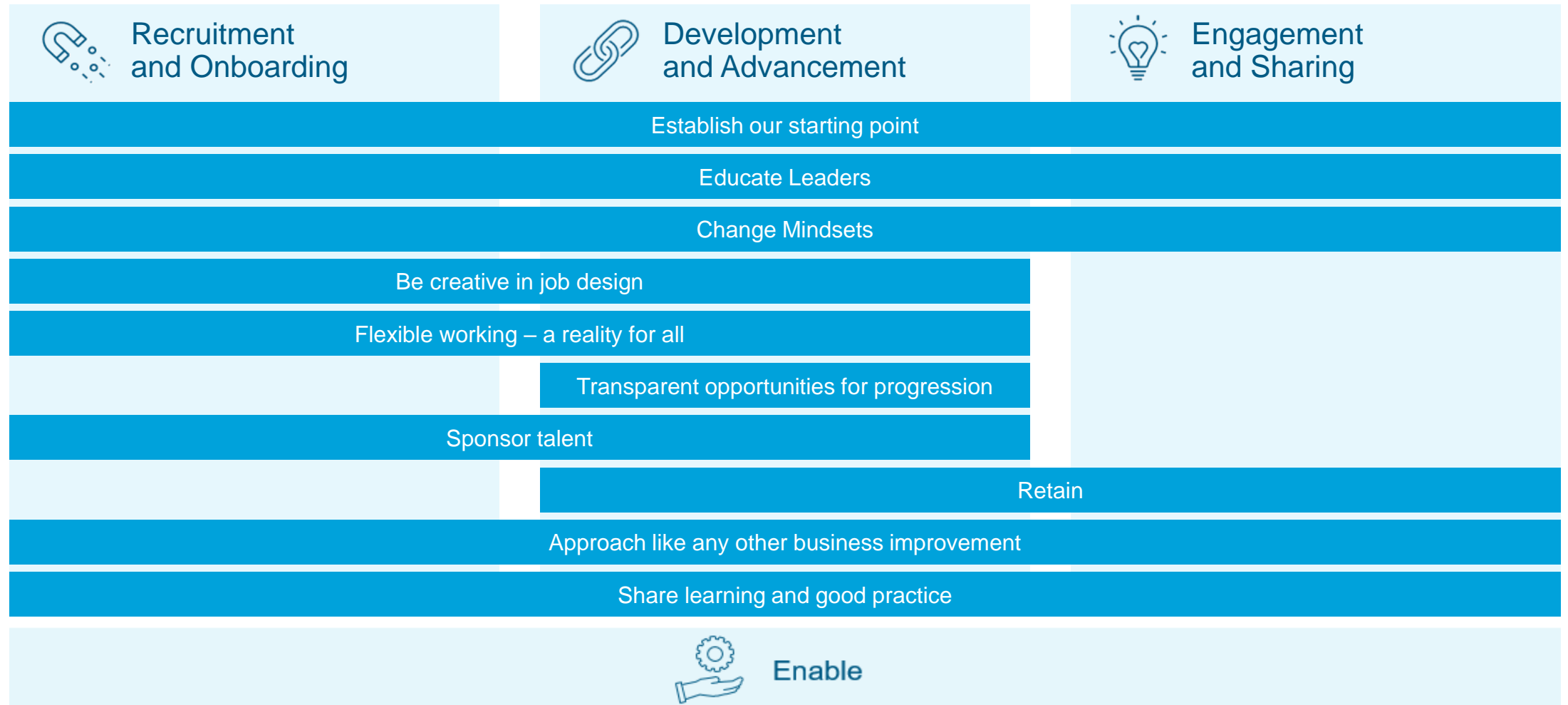


Accountability

Holding leaders to account for how their team embraces diversity and inclusion



Diversity & Inclusion framework



Diversity & Inclusion objectives (Norway, 2020)



Recruitment and Onboarding

- Secure good gender balance – minimum 30% female staff by 2020 (2019: Business unit Rail Consultancy 30% women next 10 hiring)
- Secure equal salary between gender when competences / experiences and roles are equal
- Recruit from the leading universities - both in Norway and abroad



Development and Advancement

- Recognise and reward inclusive behaviour
- Ensure balance between gender related to assignments, development and opportunities
- Secure minimum 40% women in leading positions by 2020 (OLT, Functional leads)
- Secure flexible working arrangements for all employees across life situation and work life balance requirements



Engagement and Sharing

- Continue to foster a diverse and inclusive working environment to make our business a happier place to work as well as produce more innovative and better business outcomes
- Use our D&I profile in business presentations and bids as a positive differentiator
- Close follow-up of employees on long-term sickness leave to ensure inclusion



Enable

Comply with the Norwegian Act relating to equality and a prohibition against discrimination (Equality and Anti-Discrimination Act)
Support Diversity and Inclusion at all leadership levels in the organisation



Year 1 priorities Norway:



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