

# People Policy

## Objective

***Aker Solutions shall be recognized for its competent, diverse and agile workforce – shaping a culture of co-creation and improvement in a safe working environment***

## Commitment

- We shall attract, develop, motivate and retain people that role model our Attitudes
- We shall encourage diversity and provide equal opportunities
- We shall provide a work environment free from harassment and discrimination
- We shall continuously provide employees with opportunities for competency development
- We shall ensure that all work is performed by a motivated and competent workforce
- We shall ensure that all employees have clear roles and responsibilities
- We shall reward our employees based on performance and alignment to our Attitudes
- We shall ensure that this policy is implemented appropriately

## Behavior

- We role model our Attitudes and strive to continuously improve
- We believe in a caring and inspiring working environment based on co-creation in teams
- We set clear goals and hold each other accountable
- We take personal responsibility for our own development
- We have zero tolerance regarding any misuse of drugs and alcohol
- We speak up against discrimination and harassment in the workplace

Owned by



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Safeguards



Solutioneers



Changemakers



Co-creators