



Equality & Anti-discrimination Report 2022

Objective

Oslo International School (OIS) is an equal opportunity employer in accordance with Norwegian law, in respect to gender, age, sexuality, ethnic background, race, disability and religion. The school's working environment, strategies, policies and procedures, attitudes and behaviours must reflect this objective.

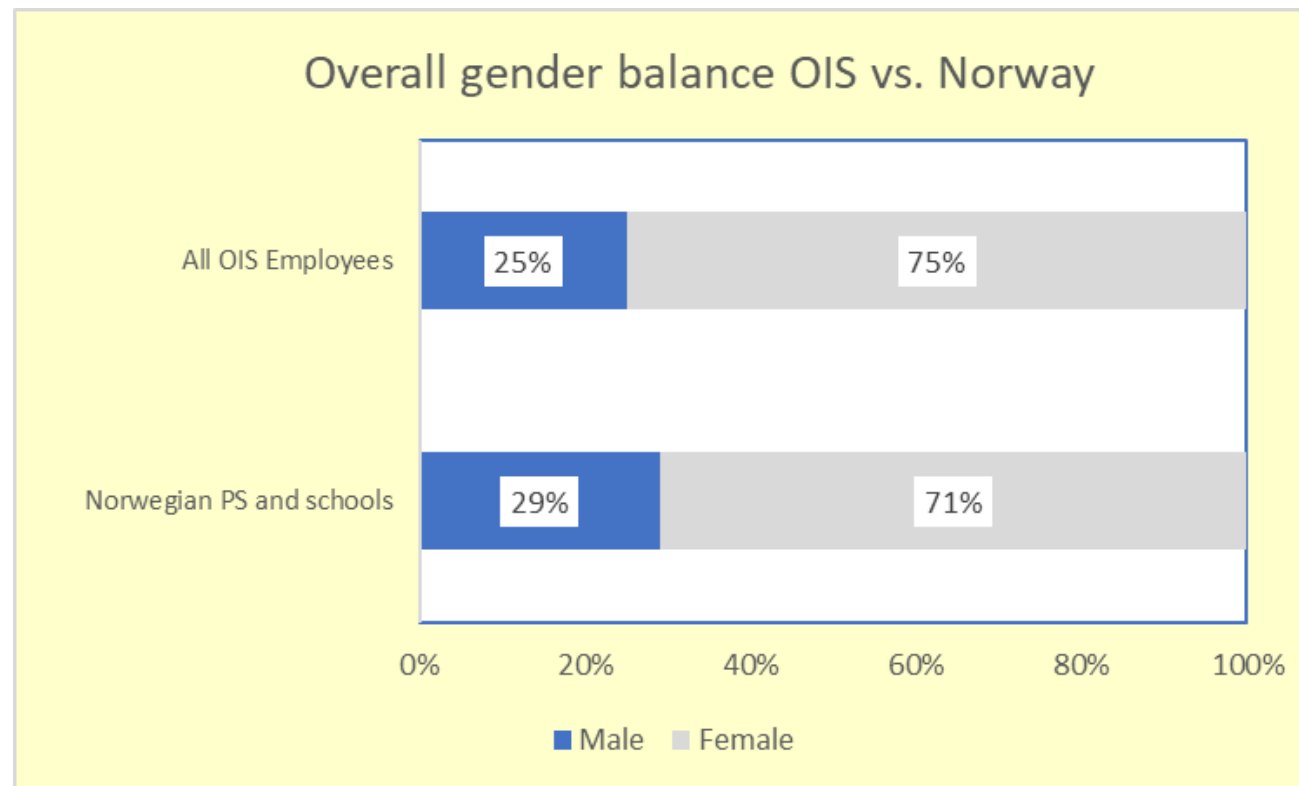
OIS shall work proactively and structured for equality and against discrimination in these key areas:

- Hiring, recruitment, promotion and professional development policies and practises.
- Pay and conditions agreements.
- Working environment development and communication.
- Conflict resolution and whistleblowing handling.
- Life Stage employment-adaptations.

This Annual OIS Equality & Discrimination Report is composed to meet the employers' duties of Activity, Issuing of Accounts and Disclosure prescribed by the Equality and Discrimination Act §26. More specifically for employers with more than 50 employees.

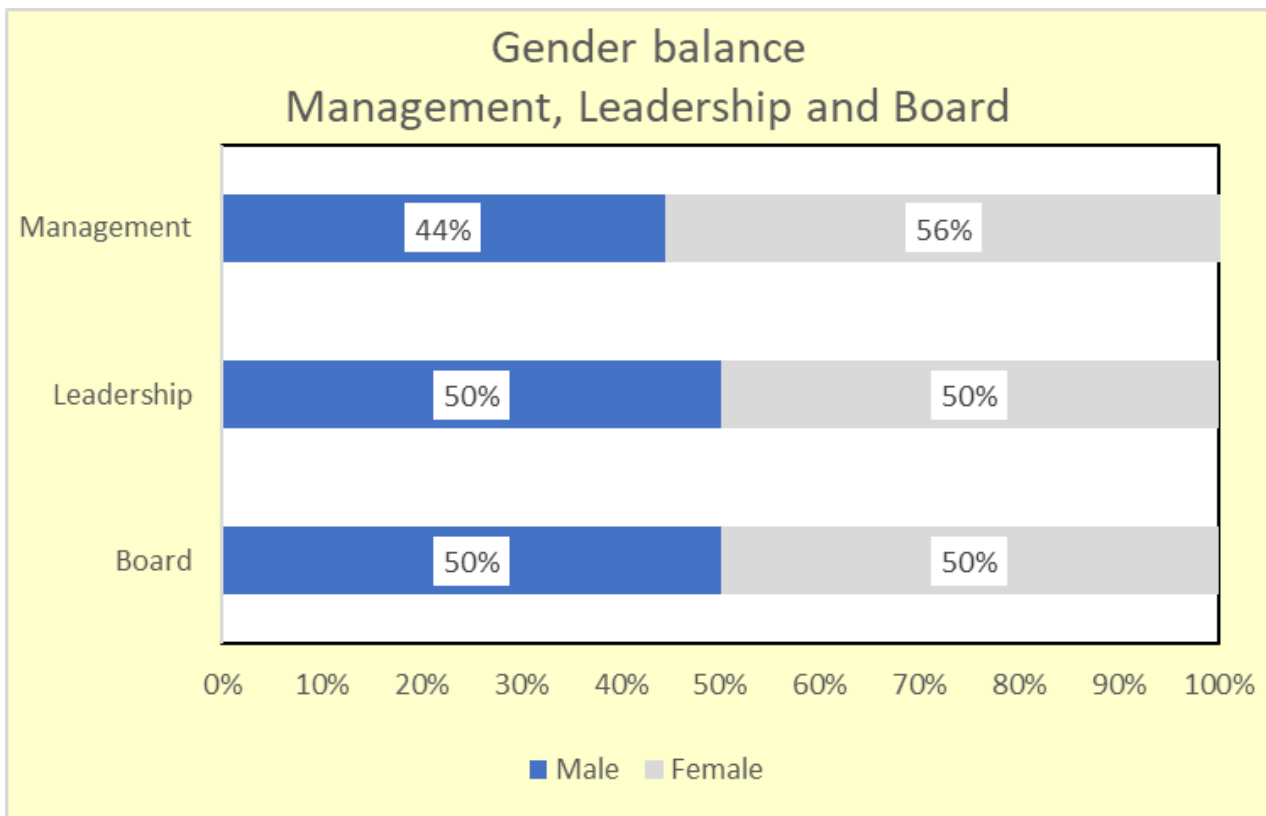
Gender balance

- ✓ The overall gender-balance at OIS is 23 % male and 77% female. As a comparison, the corresponding figures during recent years for Norwegian pre-schools and schools are 29%/71%.
- ✓ During 2022, OIS recruited four males and four females.



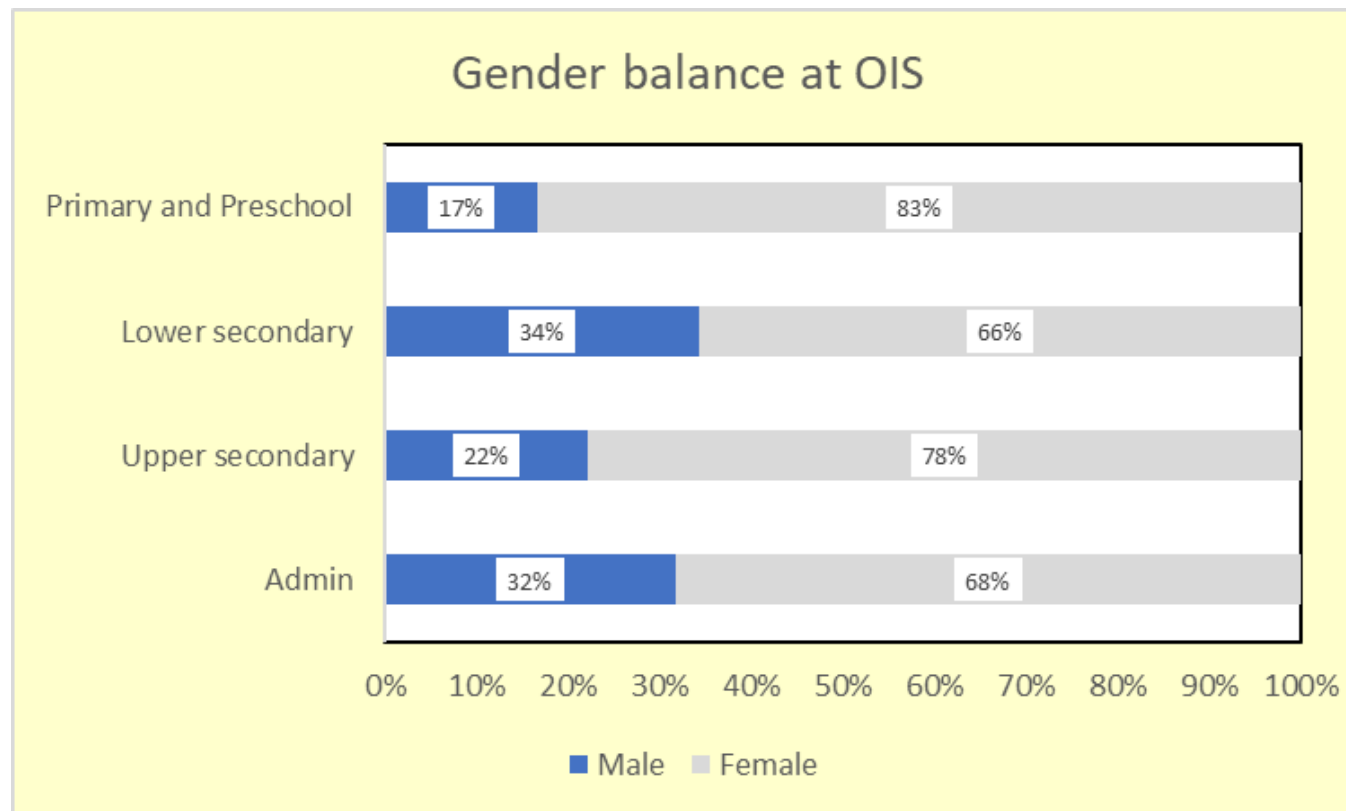
Gender balance

- ✓ Management, Leadership and Board are well balanced between males and females.



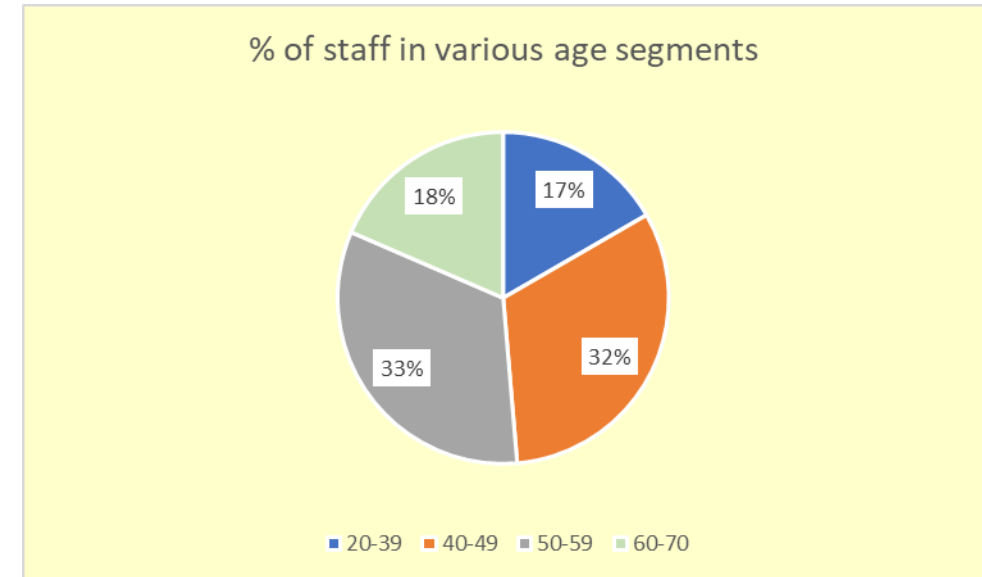
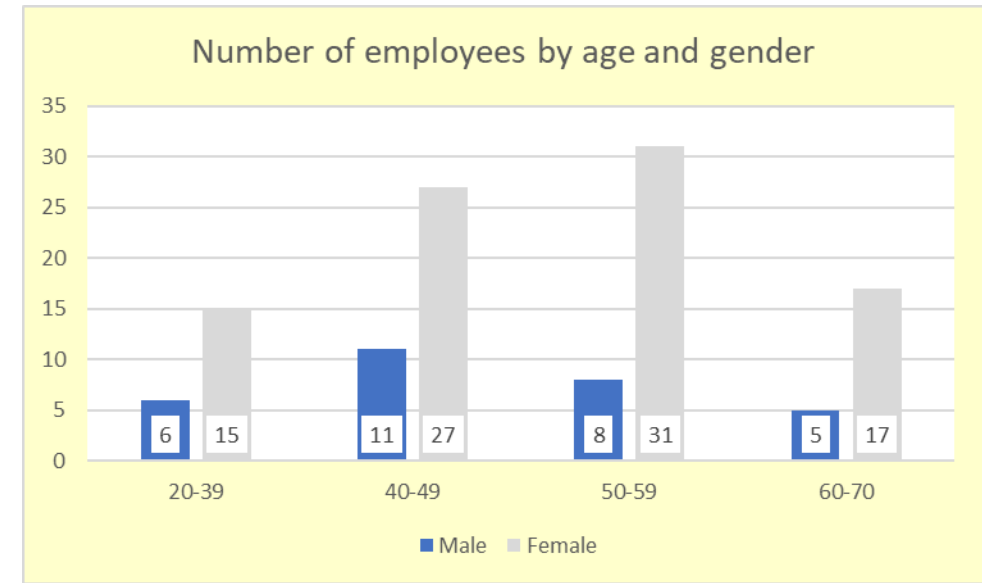
Gender balance

- ✓ At OIS, all divisions have a larger portion of female staff.



Age balance

- ✓ Approximately two thirds of OIS's staff are between 40 and 60 years.
- ✓ Both the younger and more senior age segments are well represented.



Senior policy

✓ OIS has 22 staff who are 60 years or older.

✓ OIS Senior Policy in the Pay & Conditions Agreement §12:

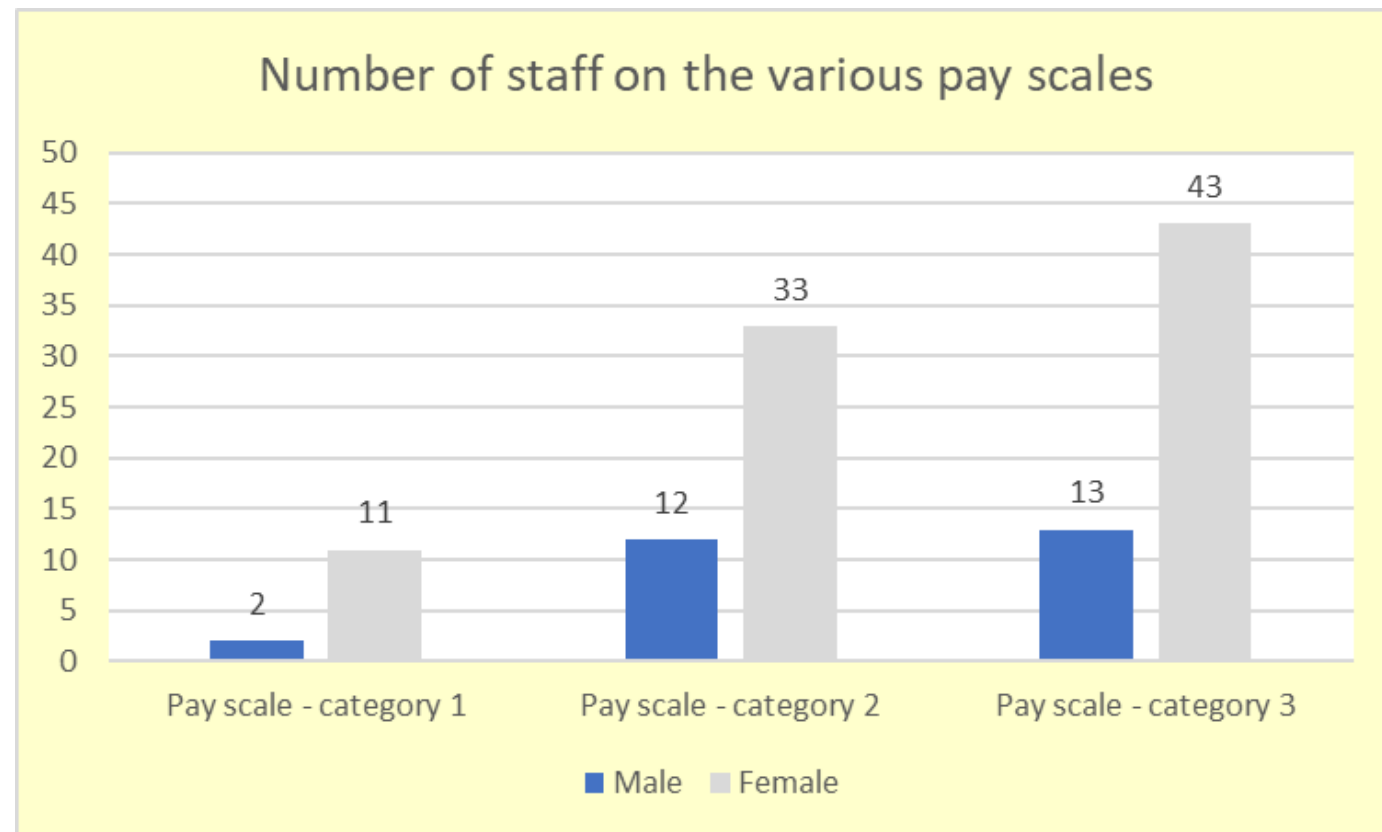
OIS shall be a safe and interesting workplace for senior employees. Seniors are a resource possessing valuable competence that is needed in the workplace on the premise that they continue to develop throughout their careers. The OIS Human resource policy shall, therefore, include adapted activities with a view to developing and keeping senior employees and their skills, in order to optimally advance the aims of the school and the individual. The employees are responsible for their own situation and choices, while the employer is responsible for facilitation so that choices can be made.

The OIS senior policy is based on the following five corner stones:

- 1. A good sustainable pension scheme.*
- 2. Flexibility with regard to late career work hours and retirement age.*
- 3. Milestone conversations for seniors to align late career expectations.*
- 4. A clear senior policy promoting a safe and developing work situation to the end of the career.*
- 5. Offer of retirement preparation activities.*

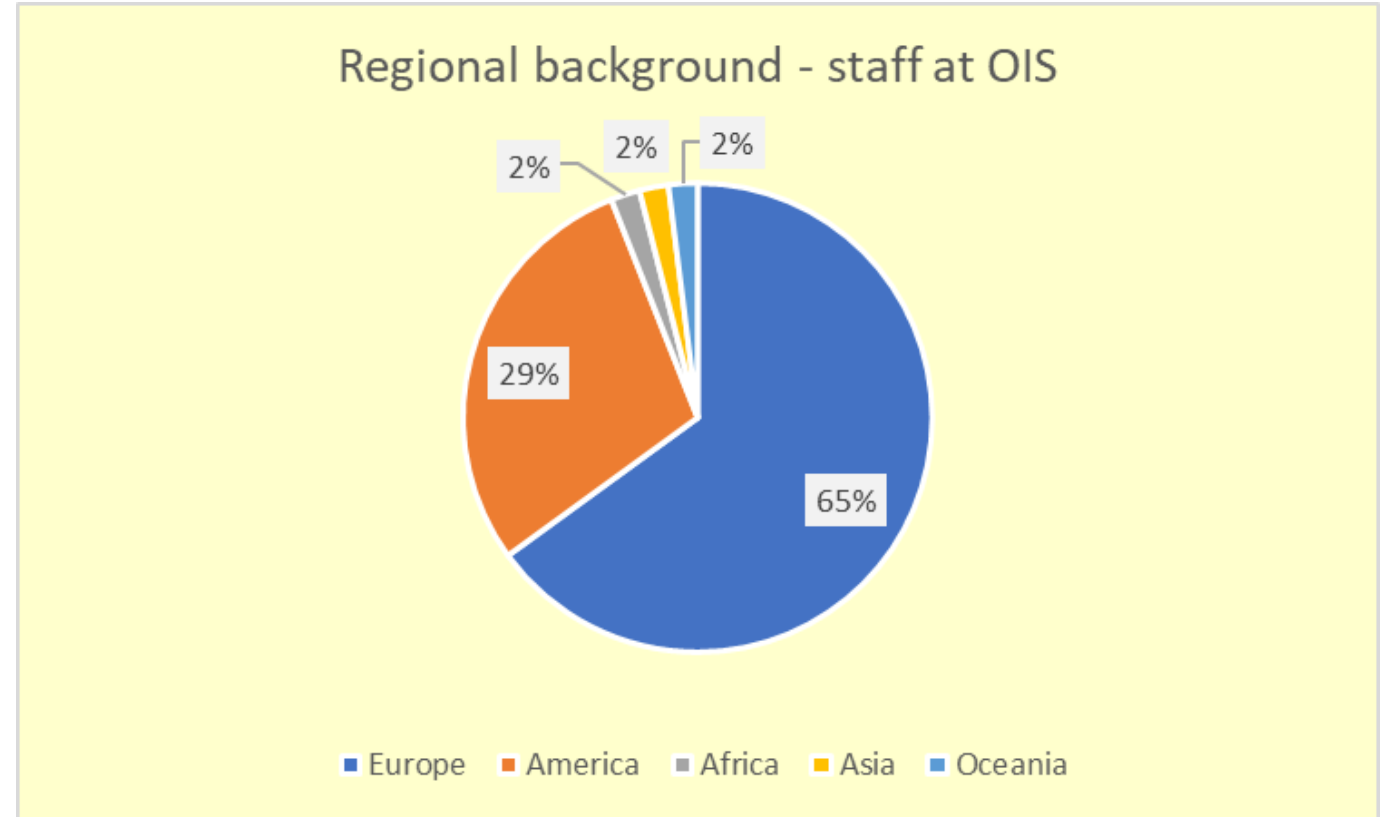
Salary

- ✓ OIS has a pay scale for all non-leaders.
- ✓ The pay scale placement is based on education and relevant tenure and. The placement is clearly defined and regulated.
- ✓ Annual salary increases are governed by the Pay & Conditions Agreement, and equally implemented.
- ✓ Approximately half of the staff on pay scale are in category 3 (largely minimum five years of university education).
- ✓ In 2023, OIS has introduced an additional category (T4) for staff with doctorate degrees.



Race, ethnicity, and nationality

- ✓ Teachers and other staff are recruited from all over the world.
- ✓ All five continents, and more than 25 countries are represented.
- ✓ Several staff have multiple citizenships.



Disability & mental challenges

- ✓ The buildings are equipped to accommodate people with physical disabilities according to the Norwegian regulations.
- ✓ The school regularly provides employees that struggle with internal and external support to maintain work ability.