



# Heimdall Power

## Diversity, Equity and Inclusion Policy

Heimdall Power is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

We embrace and encourage our employees' differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Heimdall Power diversity initiatives are applicable, but not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:



Teamwork and employee participation, permitting the representation of all groups and employee perspectives.



Employer and employee contributions to the communities we serve, to promote a greater understanding and respect for diversity.



Respectful communication and cooperation between all employees.



Work/life balance through flexible work schedules to accommodate employees' varying needs.

**Jørgen Festervoll, CEO, 17.03.2023**

**HEIMDALL POWER AS**

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