

# TGS' COMMITMENT TO DIVERSITY & INCLUSION

TGS values diversity and aims to create a work environment where all individuals are treated with respect and dignity. TGS is a signatory to the United Nations Global Compact and Women's Empowerment Principles, whose principles include eliminating workplace discrimination, and supports the United Nations Sustainable Development Goal for Gender Equality.

Our goal is to establish an inclusive workplace that brings together remarkable people because we recognize that diversity in backgrounds, experiences, and viewpoints leads to innovation and prosperity. As part of our efforts, we must ensure that all people are treated fairly, irrespective of their race, color, religion, age, gender, sexual orientation, gender identity, marital status, disability, ethnic origin, nationality, or other status. Creating and maintaining an inclusive environment will require open discussions and for TGS to actively promote an environment where everyone feels valued, respected, and has a sense of belonging:

## **Leadership commitment**

- Develop a diversity and inclusion strategy approved by TGS' Leadership focused on attracting and developing women, minority, and other underrepresented groups in our industry
- Establish an executive-level ESG function responsible for implementation of TGS' diversity and inclusion strategy
- Report at least annually to TGS' Board of Directors on TGS' progress on its strategy

## **Foster a work environment free of discrimination or harassment**

- TGS policies prohibit (i) unlawful bias, prejudice or discrimination on the basis of race, color, religion, age, gender, sexual orientation, gender identity, marital status, disability, ethnic origin, nationality, or other status; and (ii) harassment, sexual harassment or other verbal or physical conduct that is offensive, derogatory, intimidating or otherwise creates a hostile work environment
- Provide multiple reporting channels, including a hotline that allows for anonymous reporting, for individuals to raise claims of discrimination or harassment, and each claim raised is appropriately investigated and addressed in accordance with TGS procedures
- Require completion of annual anti-harassment and anti-discrimination training by all TGS employees

## **Understand our workforce and our industry**

- Continually evaluate our workforce to ensure we understand the impact of our diversity and inclusion strategy
- Set goals both at the corporate and department level aimed at attracting and developing a diverse workforce

## **Be transparent in reporting and communicating our strategy and progress**

- Publicly report and communicate our strategy to our workforce and stakeholders through our sustainability reporting
- Report at least biannually to TGS' Board of Directors on TGS' progress on its strategy

This commitment applies to all TGS operations and entities. Further, we shall take steps to encourage our non-operated business partners as well as our suppliers, vendors, consultants, and contractors to adopt a similar strategy. In alignment with our values, myself and our executive team is committed to valuing diversity and practicing inclusion because our employees are our greatest asset.

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**Kristian Johansen**  
CEO, TGS

See the energy at [TGS.com](https://www.tgs.com)



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