



# Diversity gives value - Inclusive work-life in practice

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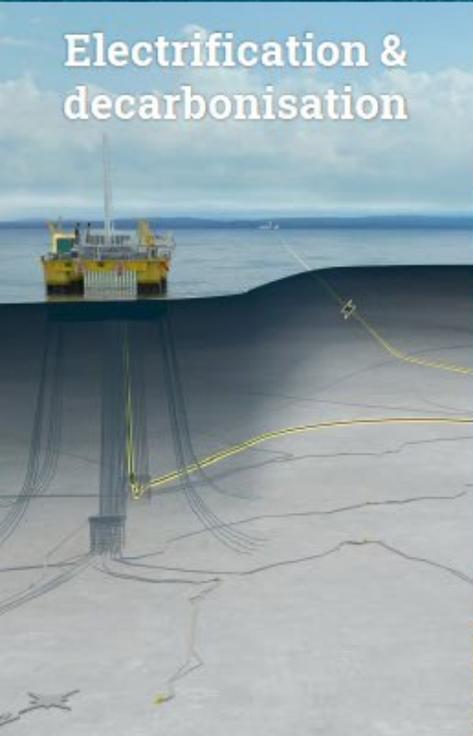
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Oil and gas



Offshore wind



Electrification &  
decarbonisation



Other emerging  
industries

We build, modify  
and maintain  
**critical**  
**infrastructure** for  
the energy  
industry

“Diversity is being invited to the party

Inclusion is being asked to dance

Belonging is dancing like nobody is watching”

- Verna Myers, Netflix



# Diversity and Inclusion

## Examples Aibel

- Employment from NAV, different nationalities, trainees and apprentices
- Training for workers outside the normal work-life
- No differences

## Focus from owners, board and management

- KPIs
- Example – Ferd, high focus on “Social entrepreneurship”





**In Aibel I can  
be myself**

## **In Aibel I can be myself**

We want a working environment where

- everyone is valued for who they are
- we appreciate differences
- we have no tolerance for bullying and harassment

That also means that

- we want to be generous and inclusive
- we want to be open and interested to get to know and understand others
- we must behave well towards others

Pride & Inclusive month in June with activities

# Inclusive work-life in practise

HSSE plans based on analysis

- Close collaboration Management and Employee Rep.
- Close collaboration with the Company Health Service

Working Environment Committee and sub-committees: Health Committee, PPE committee, Equipment committee and AKAN

Working Environment Surveys and follow up

Health monitoring

Inclusive work-life Industry program

- Management programs; change and psychosocial working environment
- Supervisor training
- E-value



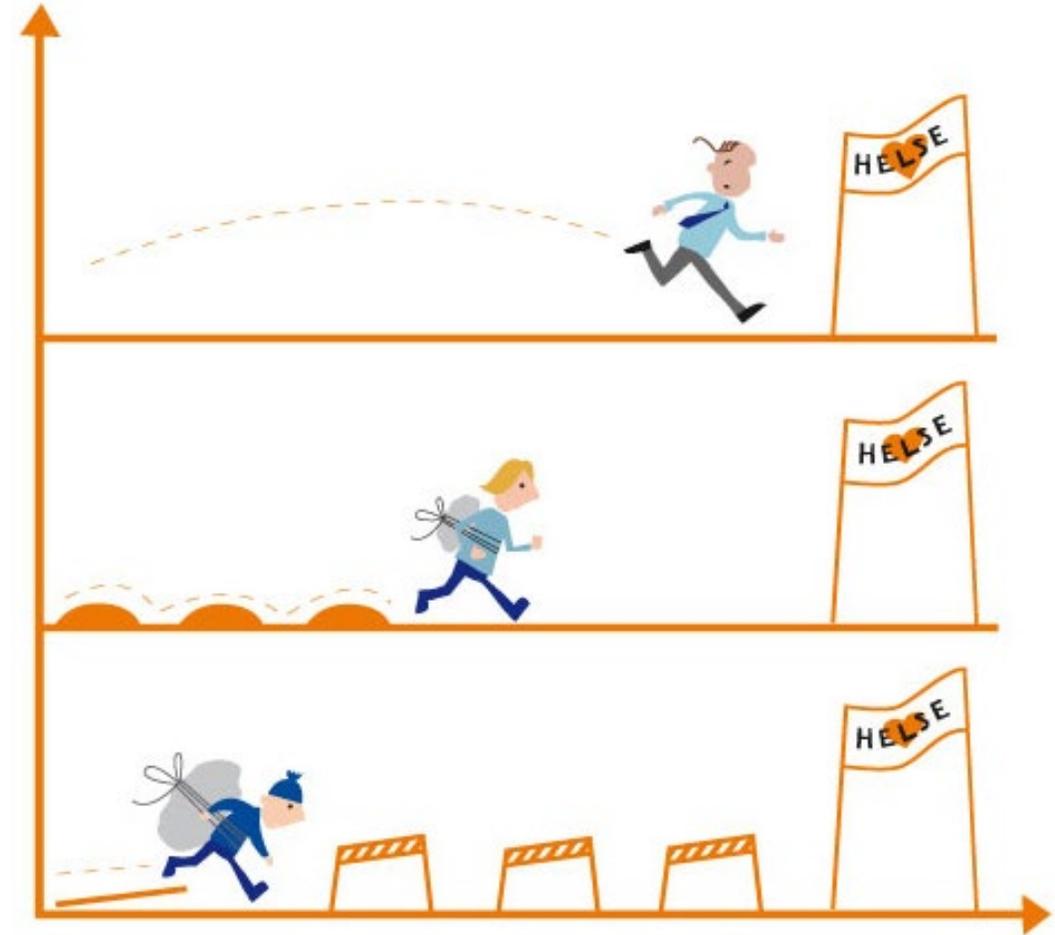
# Practical HSSE – Supervisor training

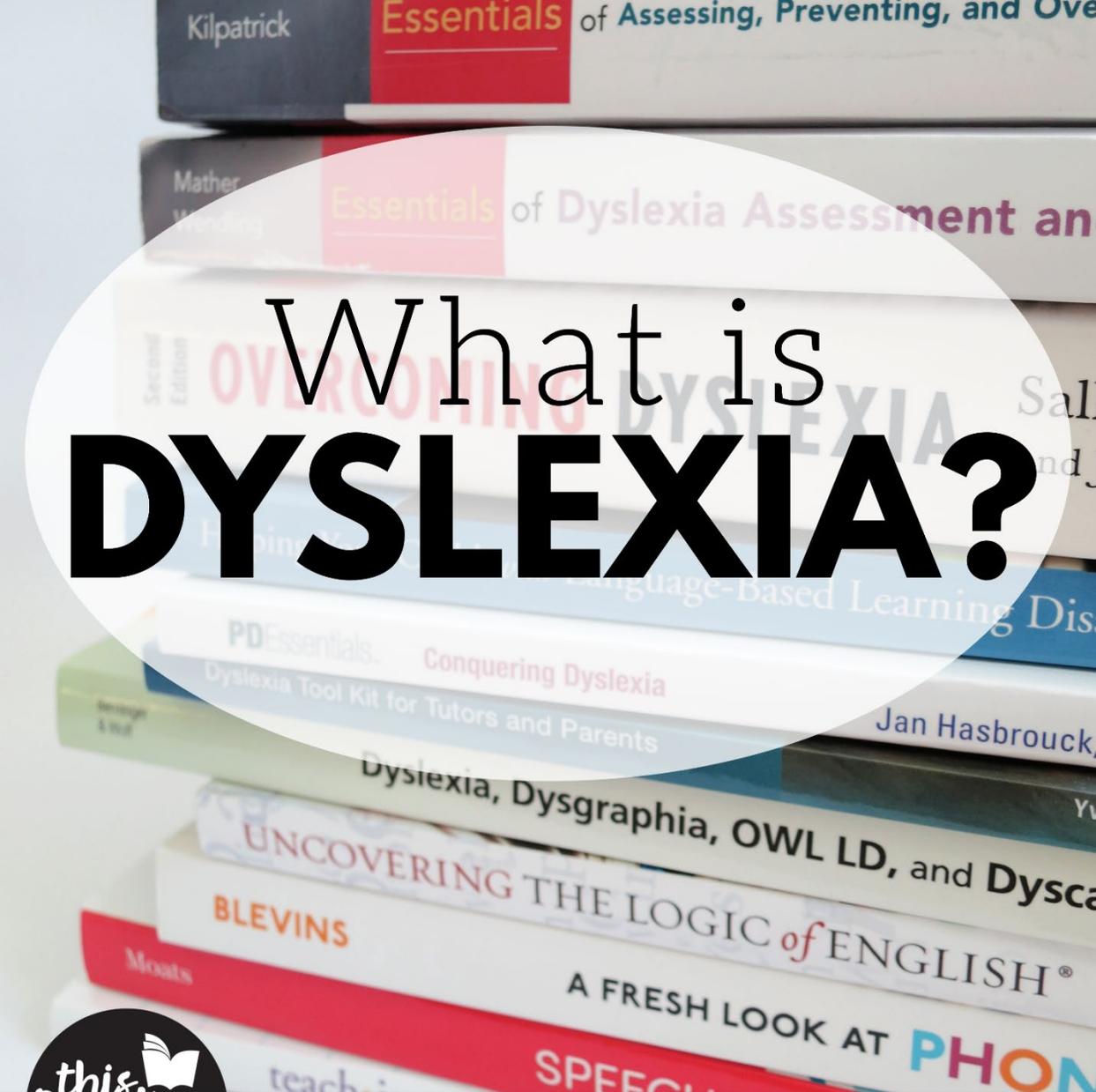
- Rosenberg Worley, Aker Solutions and Aibel project together with the Federation of Norwegian Industry and Attensi
- Support from the Inclusive work-life industry program (Inkludende arbeidsliv bransjeprogram)
- 13 modules
- Working group and first group with 500 supervisors finished
- Fantastic feedback from the users – Supervisors
- Available for others



# Risk Exposed Groups

Systematic mapping and follow up





# What is **DYSLEXIA?**

## **Aibel in the industry pilot programme**

### Information

- In Aibel News and at Inside
- In different meetings

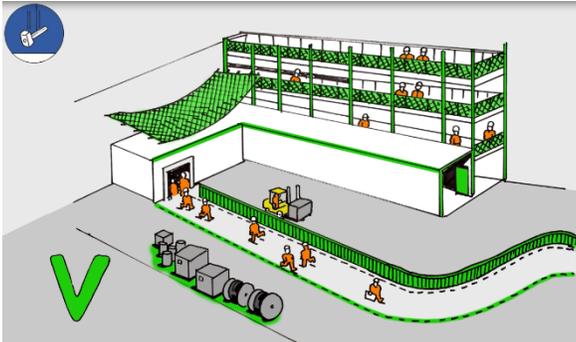
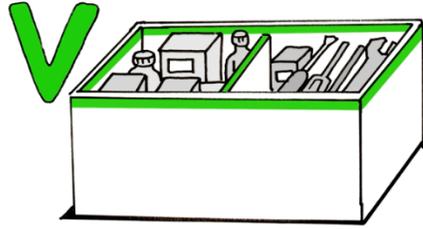
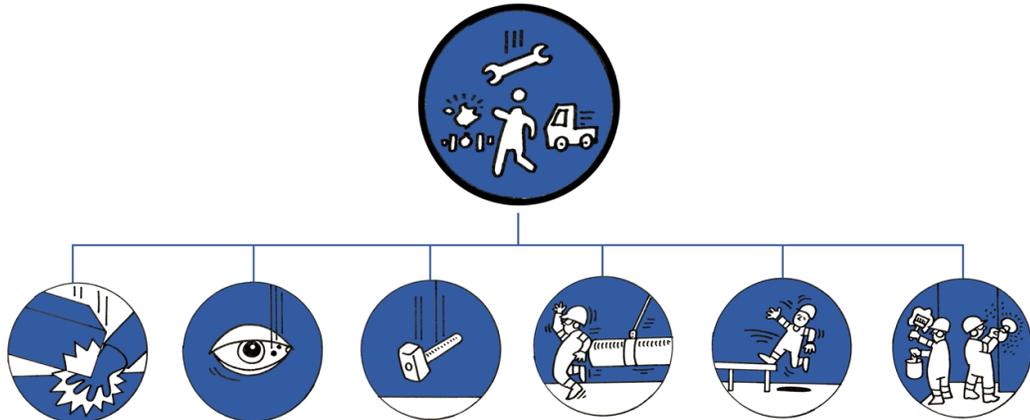
### Under consideration

- Various digital tools
- Attitude campaigns
- Various tips and advice

Reference group with employees who have dyslexia



# HSSE examples



# HSSE examples

## Look after yourself

What affects your everyday life?

-  Exercise and physical activity
-  Diet
-  Sleep
-  Work-life balance
-  Thinking patterns
-  Alcohol and tobacco

Read more at: [in.aibel.com](http://in.aibel.com) 

## Be a good colleague

You can contribute to a better working environment

-  Share knowledge
-  Take the initiative
-  Contribute to a good dialogue
-  Contribute to a good feedback culture
-  Give recognition
-  Be inclusive
-  Follow common rules
-  Do not rush
-  Distance yourself from bullying





[Love Has No Labels](#)

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