

# Equality Report 2023 – PRA Group Norge AS

At PRA Group Norge AS are committed to fostering an inclusive and equitable workplace where all employees, regardless of gender, feel valued and respected. In this report, we present a comprehensive overview of our efforts towards achieving gender equality.

Starting with an analysis of our current workforce demographics. The first statement includes key statistics, supported by graphs, offering an insightful overview of the current state of gender equality within our company.

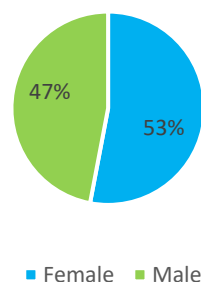
In our second statement, we highlight how we actively promote gender equality through initiatives, policies, and practices aimed at creating equal opportunities for all employees. We are dedicated to ensuring that discrimination is not tolerated and that every team member has the resources and support to thrive in a fair and diverse environment. Furthermore, we will outline the specific actions we are taking to eliminate bias and discrimination in the workplace, focusing on continuous improvement and accountability in all areas of employment.

## STATEMENT – PART 1

### 1.1 STATE OF GENDER EQUALITY

#### Distribution of Women and Men by Position Levels and Salary Differences Between Genders

	Group Category				
	% Men	% Women	Count Men	Count Women	Total
A	67%	33%	4	2	6
B	43%	57%	3	4	7
C	75%	25%	12	4	16
D	37%	63%	19	32	51



### 1.2 Group Categories

The Company employs a total of 80 employees of which 53% (42) are women and 47% (38) are men.

The position levels were categorised, discussed and agreed with the elected employee representatives and AMU.

In assessing the group categories each job/role was mapped against role requirements, competence, complexity and work conditions. We aim to quality assure the data annually to ensure accuracy of the placements in each category.

#### Group A - Management Group:

- This group has individual salary agreements. The gender is predominantly men. Group A is also a part of the Norway management team, represented by 2 females.

#### Group B - Team Leaders and Senior Specialist:

- This group has individual salary agreements. Group B is represented in the local management team, with a 60/40 gender ratio. Comparing to 2022 where this group was 100% female, we now have a more equal gender balance.

#### Group C - Team Coordinators and Specialists:

- This group has individual salary agreements. The gender balance is predominantly men.

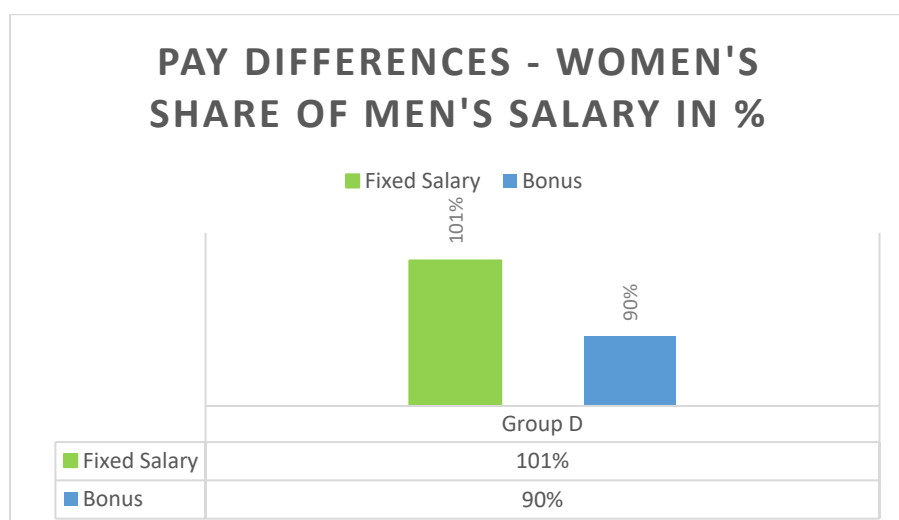
#### Group D - Operations, Collectors, Support, Customer Service :

- This group has individual salary agreements. For those who are hourly paid working in customer service have the same starting salary. Women are the predominant gender representing this group.

### 1.3 Salary Difference Results and Overtime

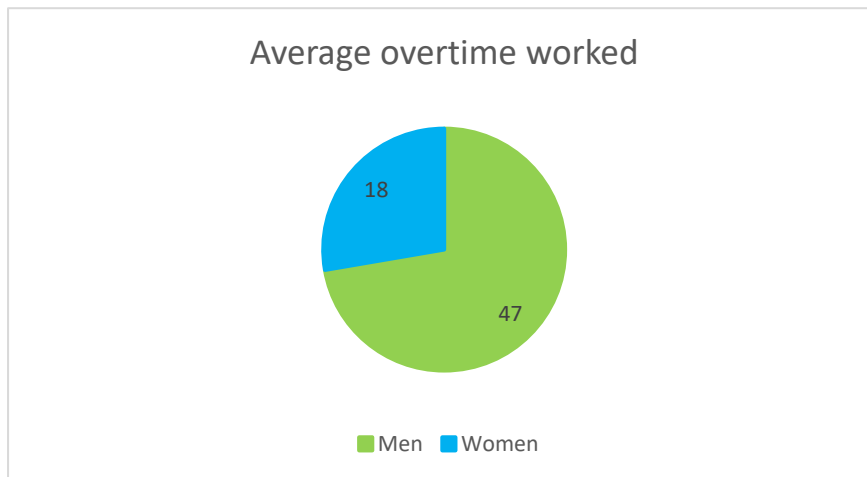
The below graphs provide an overview of the pay differences in group D and overtime differences across the organisation. The findings highlight no difference in fixed salary in group D however there is a bonus gap with females earning less bonus than their male counterparts. Additionally the graphs reveal a notable disparity in overtime work, with men more likely to work additional hours, further influencing the overall pay gap. These results underscore the need for continued effort to address these inequalities and promote a more balanced workplace.

#### 1.3.1 Pay differences



We do not have enough female representation in groups A, B and C to be able to report on pay or bonus differences between the genders.

### 1.3.2 Overtime



There is an overtime gap between the genders in the company, where women on average have worked 18 hours overtime and men on average have worked 47 hours overtime.

This discrepancy in overtime will be an area of focus for our diversity initiatives for the coming year.

### 1.4 Temporary employees, part-time employees and parental leave uptake

Temp. Staff Woman	Temp. Staff Men	Parental Leave (avg weeks) Women	Parental Leave (avg weeks) Men	Part- time Women	Part-time Men
1	0	0	0	10	0

#### 1.4.1 Temporary employees, actual and involuntary part-time

The Company has 1 temporary worker and 10 part-time workers, however none of them are involuntary. The part-time workers are students who are not able to work full-time due to studies.

#### 1.4.2 Details on parental leave and sickness absence

The company has had no parental leave this year.

Women have had a sickness absence average of 7,20% in 2023, men had an average of 4,3%. Total sickness absence in the company was 5,6%. Overall absence, including parental leave, child sickness, short term and long term sickness was 7,44%

#### 1.4.3 Recruitment

In 2023 PRA Group Norge AS recruited 13 employees, 10 male and 3 female.

## **STATEMENT PART 2 - HOW WE PROMOTE GENDER EQUALITY AND WORK AGAINST DISCRIMINATION**

### **2.1 Principles, procedures and standards to ensure gender equality and non-discrimination**

PRA Group is dedicated to upholding the principle of equal opportunities and fair treatment for all employees, striving to foster a more inclusive organisation. This commitment is reflected in our efforts to embed our CARES values within our culture, as well as through the implementation of our Diversity, Equity and Inclusion (DE&I) programmes, policies, and initiatives.

DE&I Commitment Statement: “At PRA Group, we value our employees’ diverse experiences, perspectives, and abilities. We continue to foster a sense of belonging by working together to build an equitable and inclusive culture— where you are free to be yourself and be your best.

PRA Group Norge AS pays employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). We carry out regular pay and benefit reviews to ensure this takes place.

### **2.2 How we work to identify the risk of discrimination and prevent gender inequality**

#### **What do our employees say?**

When asked as part of our 2023 Voice Survey, “PRA Group is an inclusive environment and people with different backgrounds have equal opportunities to develop and are treated fairly within PRA”, our results remain high with 88% of employees agreeing with this statement. This is an increase from last year’s results, where 83% were agreeing with this statement.

In 2023, PRA offered a number of courses both in person and virtual that align with our D&I strategy, including the following:

- Unconscious Bias
- Embracing Change
- Closing the Confidence Gap
- Valuing Differences
- Leveraging Diversity
- Women in Leadership: Radiate Confidence
- Women in Leadership: Superpower Your Network
- Embracing Change Women in Leadership:
- Declare Your Brand
- Diversity basics- taking action, foundation
- Cultivating diversity
- Woman in tech
- Anti-racism
- How to be an ally for diversity and inclusion,

- PRA talks: pronouns and gender identity, celebrate pride, emotional wellbeing,

Even with continued great engagement scores and a range of opportunities for education and empowerment on DE&I topics, the organisation is not complacent, and it is committed to doing everything that it can to reduce the gender pay gap. We acknowledge that challenges and limitations exist in some areas, such as the available talent pools in the external market and the underrepresentation of female applicants for certain roles. While these factors may constrain progress, we are dedicated to taking every possible action within our control to address and close the gap.

### **2.2.1 Initiatives taken to promote diversity and gender equality**

**Hiring, developing and promoting employees:** Our aim is to build diverse and inclusive teams throughout our business by offering people opportunities for growth and supporting them in their development. PRA has taken intentional steps towards adopting and implementing D&I best practices in our talent processes of recruitment, engagement, development, and total rewards. In addition, PRA Group requires all people managers to complete an “Art of Behavioral Interviewing” course to avoid biases in the interview process. All newly hired and promoted managers are automatically enrolled as part of their onboarding:

**Policies and procedures:** To ensure we have standardized processes to support our D&I work values and ethics. Our Code of Conduct are posted on our European and local intranet, as well as in our e-learning onboarding for all new employees. The code of conduct promote out CARES values, our ethics and mutual respect for one another. The European Recruitment policy states that PRA gives equal opportunities and fair treatment to all job applicants. Our European menopause policy was launched this year to raise awareness, providing information and support to women dealing with menopause symptoms indirectly or directly. Locally we have created, implemented and communicated the new whistle blowing routine to ensure employees have a safe place to report on and how to deal with cases like discrimination, harassment, health and safety issues.

**Measurement and reporting:** To inform our action plans we track and disclose key performance indicators on diversity and inclusion through our first Diversity and Engagement Survey and employee demographic reporting. We believe having this benchmark will allow us to measure our future progress on our D&I journey.

To accurately capture the employee experience, we measured six key themes related to inclusion: Growth & Development, Leadership, Authentic Self, Work Environment, Recommendation of PRA, My Manager. As a company that CARES, we value transparency and accountability and released our inaugural and interactive “DEI Survey Report” disclosing our survey results and strategy so that leaders and employees would have view on opportunities to prioritize and strengths to preserve.

**Advancing equity in society:** Our aim is to advance diversity, equity and inclusion in society more broadly, tackling drivers of systemic disparities, through business initiatives and philanthropic resources. To achieve the multi-dimensional workforce we desire, we embrace diversity and inclusion not only with our employees, but across all levels of our business from suppliers to community partners. Opportunities from our Corporate Social Responsibility partnerships underscore our commitment to advancing diversity and inclusion both internally and within our communities.

Every year PRA promote an inclusion week where our employees can attend virtually courses and talks. This year's theme was “take action: make impact”.

**We Are A Menopause Friendly Employer:** We are delighted to have signed the Menopause Workforce Pledge, a campaign run by Wellbeing of Women. We have also launched our own Menopause Policy to support PRA Group colleagues across Europe.

**Equitable Compensation:** PRA Group is committed to ensuring teammates are paid competitively, equitably, and in alignment with market pay practices and company practices. Compensation and Total Rewards for our employees are based on objective factors, regardless of gender or ethnicity. The Total Rewards Programs are reviewed regularly, ensuring alignment with PRA Group's Core Values and strategic priority of fostering a high performing workforce. Our performance management process is designed to recognize and reward performance, contributions, and results in a true pay for performance application.

PRA Group regularly monitors its compensation processes and practices.

### **2.2.2 Actions in 2024 to promote gender equality**

In the coming year, the organisation is committed to the following activities:

#### **Communication Around Diversity**

- In the coming year we will work on establishing a more detailed roadmap for the gender equality work. The elected employee representatives and AMU will be involved in this work and participate in discussions about which forums are most appropriate for discussions and work ahead.
- Active promotion of diversity and gender equality measures in articles on intranet, as well as focusing on these areas in the roll-out of new strategy.
- Expanding our Women's Affinity group at PRA Group to empower, develop, connect, and support women within PRA Group Norge AS.
- Increased focus on the visibility of our gender equality and non-discrimination work both internally and externally.

#### **Recruitment**

- Our HR function will focus on increasing and promoting diversity within our recruitment practices with an emphasis on opportunities and uncover potential barriers to diversity. In this context, we will also consider our job advertisements and assess how these appear with regard to promoting diversity, including any other factors other than gender.
- Continuing to support flexible arrangements, including hybrid, when hiring external candidates.
- Continuing to proactively source gender balanced candidate pools for recruiting.
- Communicating, informing and ensuring that our outsourced recruiting through agencies are proceeded without biases or barriers to diversity. Also promote to attract the unrepresented gender in roles or departments where there's a clear predominance of one gender.
- Creating and implementing action plans following our global D&I survey. European targets introduced to increase e.g. female managers and senior leaders across all lines of business.

#### **Equal Pay**

- We regularly map the status of gender distribution in the company, as well as mapping of conditions and compensation for maintaining equal pay.

- We will review areas where there are unexplained wage differences between women and men, and assess necessary measures in this context.

### **2.3 Evaluation of the work and expectations for the work ahead**

There is still work to be done when it comes to equality in the business, as well as equalizing compensation disparities at the company level. In 2023 we recruited 10 males in to the company out of a total of 13 appointments. Active efforts will continuously be made to increase the recruitment of the unrepresented gender in the future.

Our evaluation is that locally D&I activities need to be better communicated and promoted. We have a lot of resources on the intranet and courses on the e-learning platform however, our local teams are still not always aware of our D&I work and what it means to us as a business. During our team meetings and townhall meetings, this should regularly be on the agenda. There has been several meetings and talks with the Women's Affinity group, however there is still room to do more and grow the group. We will promote the group and its activities on information meetings and on the intranet to increase the number of attendance.

The annual employee engagement surveys indicates that the vast majority of employees believe that everyone has the same opportunities in the company, regardless of gender, nationality, age, physical health, personal background or other grounds for discrimination. This is very positive however, there is potential for further improvements, which the Company will follow up on as part of the action plans following the employee engagement surveys.