



G-P Norway Gender Equality Report (2026)

G-P is an Employer of Record (EOR) company that provides a pathway for overseas companies to access talent that they have found in the Norwegian market, where the company does not have a legal entity or presence in Norway.

Under G-P's business model, our clients select the talent for G-P to employ, as well as the compensation associated with the particular role. Each client's compensation needs vary depending on attributes such as their industry, size, and individual compensation philosophies; and consequently, G-P cannot control the percentage of male/female ratios in certain positions and has little control over their remuneration.

Part 1: State of Gender Equality

The model below demonstrates the State of Gender Equality in Globalization Partners Norway AS, including both Internal employees and EOR employees.

Gender Balance		Temporary Employees		Parental Leave		Actual Part-Time	
Percentage of Women and Percentage of Men		Percentage of Women Working Temporarily and Percentage of Men Working Temporarily		Average Number of Weeks		Percentage of Women Working Part-Time and Percentage of Men Working Part-Time	
Women	Men	Women	Men	Women	Men	Women	Men
25.97%	74.03%	0%	0%	20.57 Weeks	1.43 Weeks	5%	0%

Part 2: Measures and Practices to Promote Equality and Prevent Discrimination

Principles, Procedures and Standards for Equality and Anti-Discrimination

G-P is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship

status, age, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state, or local laws and ordinances. G-P is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs, and general treatment during employment.

G-P is committed to a work environment in which all individuals are treated with respect and dignity and are free from all forms of harassment and discrimination. It is our commitment to prohibit harassment of or against job applicants, contractors, interns, volunteers, or employees by another employee, supervisor, vendor, customer, or any third party on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information or any other characteristic protected by applicable federal, state, or local laws (referred to as “protected characteristics”). Such conduct will not be tolerated by G-P.

This is How We Work to Ensure Equality and Non-Discrimination in Practice

Our equality and non-discrimination work is structured to ensure global adherence to our core principles while allowing for necessary local adaptation, primarily managed through a combination of dedicated leadership, cross-functional teams, and regular review forums.

HR and Legal teams conduct regular reviews of personnel policies and practices (e.g., hiring, promotion, compensation).

G-P also has a Global Pay Equity Team composed of dedicated in-house experts in Compensation, Total Rewards, and Legal. The team maintains ongoing oversight and ensures adherence to global Pay Equity regulations as well as ensuring Pay Equity principles are embedded into G-P's operational procedures and policies across all phases of the employee lifecycle.

G-P regularly reviews Internal employee pay to ensure it is both competitive with the external market and internally equitable. When making pay decisions, we consider internal pay equity for employees in similar roles at similar levels, external market competitiveness, role criticality, individual performance and contributions, and other key individual characteristics that we ask all employees to emphasize – like the G-P Values. We also regularly review our pay practices for any potential disparities or unintended outcomes that are not explainable by objective factors, and we are committed to correcting any issues.

G-P does not distinguish based upon gender or caregiver status; we use “birthing” and “non-birthing” as differentiators. Employer-paid is either/both 100% of pay and/or topping up where applicable. Where individuals do not qualify for government paid parental leave, G-P pays the Internal employee’s full salary.

Standard employment at G-P is full-time. Part-time roles are exception based and initiated by the employee.

Relevant policies are communicated through employee HRIS systems on an as-needed basis where applicable. Global policies are accessible to the population via Workday.

Our comprehensive grievance framework clearly defines sexual harassment and discrimination while outlining the specific consequences for misconduct. The process establishes leadership accountability, details investigation protocols, and governs the use of non-disclosure agreements. To ensure a culture of safety, these behavioral standards are integrated into recruitment and performance reviews, supported by robust privacy guidelines, protection against retaliation, and specialized training for all employees. Furthermore, we maintain a monitoring system to track long-term employment outcomes for both complainants and respondents.

We are committed to providing an accessible environment for all team members. We review accommodation requests on a confidential, case-by-case basis to ensure every employee has the tools and support they need to succeed.

How We Work to Identify Risks of Discrimination and Obstacles to Gender Equality

Risks, obstacles, causes and measures were identified via an analysis of the employee lifecycle, in line with our business model.

We Discovered the Following Risks of Discrimination and Barriers to Gender Equality

Areas of Risk and Their Causes Include:

- Recruitment: G-P’s clients recruit for their own positions.
- Advertising Positions: G-P’s clients advertise their own positions.
- Selection Criteria: G-P’s clients create their own selection criteria.
- Appointments: G-P’s clients select their own talent.
- Retention: G-P’s clients retain their own talent.

Results of the Work and Expectations for the Work Ahead

This is G-P’s first year reporting.

During this reporting period, we have initiated the process of mapping positions across the organization. Our focus has been on establishing criteria for “work of equal value,” categorizing roles based on required skills, responsibilities, and working conditions. This foundational work will ensure that our upcoming quantitative analysis is built on a robust, compliant framework.

Plans and Expectations for Further Work and Measures

Our hope is that implementing these steps will allow us to analyze applicable gaps, should they exist when completing our Gender Pay Analysis, enabling us to identify reasons for any gaps, and determine relevant action plans to reduce any gaps.

Over the next year, we will continue mapping positions and work to create clear guidelines to assist clients in addressing areas where gaps may occur, should they exist.