

Diversity and Inclusion at

Tools AS

2022 Annual report – Provided by [Equality Check](#)

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Introduction

This report is produced by Tools AS, with software developed by Equality Check. The report describes the diversity and inclusion status quo of Tools AS, and how the company works to ensure equal opportunities for all employees.

Definition of position groups

Toppledelse / Direktørnivå

Konsernsjef, daglig leder, økonomidirektør, salgsdirektør, HR-direktør, markedsdirektør, kommunikasjonsdirektør, IT-direktør, Partner, Country Manager, etc.

Senior ledernivå

Avdelingsledere, rådgivere og konsulenter på seniornivå, alle som rapporterer til øverste ledelsesnivå.

Mellomledere

Seksjonsledere, gruppeledere, prosjektledere, teknisk leder, fagsjef, selger.

Ekspertisenivå

Systemeksperter, fagkonsulenter, spesialister. Hvis dette er en blanding av ulike fagkategorier, kan det være en fordel å dele dem inn i flere "jobbfamilier", slik at gjennomsnittslønnen for hvert nivå er sammenlignbar. For eksempel kan det være lurt å dele opp i ingeniører, analytikere og kommunikasjonsfolk, hvis disse ligger på helt ulike lønnsnivåer.

Selger

Selgere med egen provisjons- og/eller bonusordning.

Kundeservice / Butikkmedarbeidere / Logistikk

Startnivå.

Regnskapsmedarbeider

Økonomi

We have involved employee representatives

The management have gone through the job titles with employee representatives and reached a common agreements on how the job titles are divided on the different levels, to ensure equal pay for equal job value, in addition to equal pay for equal work.

Gender balance

Company total



Level breakdown

Toppledelse / Direktørnivå



Senior ledernivå



Mellomledere



Ekspertisenivå



Selger



Kundeservice / Butikkmedarbeidere / Logistikk



Regnskapsmedarbeider

70.6% Women

29.4% Men



Salary mapping

The table below shows **women's** average salary as a proportion of **men's** average salary in each job group.

● Women ● Men (100%)

Total



Total salary for the company

Women earn 85% of men



Part-time and temporary contracts

Temporary employees

Show level breakdown

Temporary employees is shown as number of men and women who have a temporary employment. The data is illustrated in a graph.

Company total

27.3% Women

72.7% Men



Part time

Show level breakdown

Part time is shown as number of men and women who work part time, and secondly how many men and women who work involuntary part time. Involuntary part time means that the employee wish to work more. The data is illustrated in a graph.

Company total

35.7% Women

64.3% Men



Involuntary part time

There are no involuntary part time employees in the organisation.

Parental leave

Show level breakdown

The graph shows the number of men and women who were entitled to parental leave, and the average number of weeks they took during the reporting year.

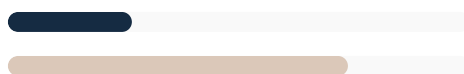
● Women ● Men

Parental leave eligibility

Number of weeks (average)

Company total

Women (4)
Men (11)



Women – 21.1 weeks (59%)
Men – 14.9 weeks (41%)