

Policy	<p style="text-align: center;">The Statkraft Way</p> <p style="text-align: center;">People, leadership and organisation</p>	
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In Statkraft, all employees have an important role to play towards the achievement of our business goals. The recruitment process and the development of Statkraft's employees therefore aim at providing the expertise needed for delivering on our strategy and for the long term development of the company. Statkraft strives to have a more diverse workforce at all levels, including gender, age and origin.

Statkraft endeavours to provide its employees with opportunities for professional and personal development and to offer challenging tasks and a positive work environment. We develop competence through work, learning from colleagues, variance of work content and through internal and external training. We see migration of people and competence across geographic and organisational boundaries as a way to enhance the organisation's potential.

Leadership in Statkraft includes the ability to inspire people, to create a positive work environment, to lead by example and to set clear direction and realistic goals. Leaders are measured on their ability to develop people and the competence of the organisation, provide constructive feedback and to nurture a sound corporate culture. Leaders are expected to deliver, to create results and to be loyal to decisions. Leaders ensure, through clear and frequent communication, that employees understand the company's strategic outlook, key decisions and processes as well as internal developments.

Our remuneration is market-based and competitive in our local workforce markets, although not aiming at being market leading. Employees are evaluated based on work performance and behaviour, and extraordinary performance is rewarded through schemes for variable pay that support the company's interests.

In Statkraft, collaboration between employees and across the organisation is valued. Leaders promote collaboration.

Collaboration with employee representatives is a cornerstone for the success of our company. Statkraft uses its best efforts to ensure that such collaboration is sound and constructive in a long term perspective. Representation covering a large number of our employees is desired and we facilitate union work within the organisation.

Our organisational structure is a tool for the implementation of our strategy. Roles, responsibilities and interfaces are clearly defined through the organisation. At the same time, our organisation is flexible and agile so that we can rapidly respond to changing external environments.