

Gender Equality Plan (GEP)

1. Introduction

EasyWello is committed to advancing gender equality across all aspects of our operations. This document serves as a formal declaration of our commitment to gender equality, outlining the concrete measures we will implement. The Gender Equality Plan (GEP) is signed by top management and published on our public website, ensuring transparency and accountability.

2. Our Commitment to Gender Equality and Implementation

To ensure effective gender equality practices, we have dedicated resources and gender expertise to implement this plan. We have appointed a **Gender Equality Officer** responsible for overseeing the implementation of the GEP, and we have allocated a specific budget to support gender equality initiatives. This plan is reviewed annually to ensure that we are meeting our targets and evolving according to the latest best practices and legal requirements.

We collect **sex/gender-disaggregated data** on all personnel, where applicable, to monitor the progress of gender equality within our organisation. This data includes recruitment, retention, salaries, promotions, and training participation, which will be reported annually in line with established gender equality indicators. We will use this data to inform our decision-making processes and adjust our strategies as needed.

Furthermore, all staff members, including senior management, participate in **gender equality training**. This includes annual sessions to raise awareness about unconscious gender biases, promote gender equality, and educate staff on how to prevent and address sexual harassment and gender-based violence in the workplace. Specific training programs for decision-makers are implemented to foster a deeper understanding of gender dynamics within the organisation.

3. Addressing Key Thematic Areas with Concrete Measures

As part of our Gender Equality Plan, we focus on key areas where gender equality needs to be specifically addressed. These areas are integrated into our day-to-day operations, policies, and long-term objectives.

1. **Work-life balance and organisational culture:** We have developed policies to foster **work-life balance**, including flexible working hours, remote work options, and support for parental leave. We also provide support to employees balancing caregiving responsibilities. These policies aim to create an inclusive and equitable workplace

culture. Regular surveys will be conducted to ensure that these measures meet the needs of all employees and to gather feedback for continuous improvement.

2. **Gender balance in leadership and decision-making:** At EasyWello, we are proud to maintain an **equal gender balance** in our leadership positions, with 50% women and 50% men in senior management roles. We are committed to sustaining this gender balance in our leadership and decision-making bodies. Our goal is to continue fostering an inclusive leadership environment where both men and women have equal representation at all levels of decision-making. To support this, we have implemented **mentoring programs** for all leaders, ensuring professional growth and leadership development opportunities for both women and men. We will regularly monitor and review our leadership structure to ensure the ongoing achievement of a gender-balanced leadership team.

3. **Gender equality in recruitment and career progression:** Our recruitment policies are designed to be **gender-neutral**, ensuring that all candidates, regardless of gender, have an equal opportunity to succeed. We actively encourage the participation of women in areas where they are underrepresented. In addition, we ensure equal opportunities for career progression through **transparent promotion processes**, salary reviews, and mentorship programs. Gender equality is a core value in our recruitment and career development practices.

4. **Integration of the gender dimension into research and/or teaching content:** For projects that involve research or teaching, we ensure that gender is considered in the **research content and methodology**. This includes incorporating gender analyses where relevant, addressing gender disparities, and ensuring that gender perspectives are present in all stages of research design and execution. For educational programs, we integrate gender-related topics into the curriculum and provide gender-sensitive learning materials.

5. **Measures against gender-based violence, including sexual harassment:** We have a strict **zero-tolerance policy** towards gender-based violence and sexual harassment. We provide all employees with training on how to identify, prevent, and address sexual harassment. We also maintain confidential reporting mechanisms to ensure that any incidents are dealt with quickly and appropriately. Employees who experience harassment are provided with support through both internal and external resources. All cases are handled with the utmost seriousness to maintain a safe and respectful working environment for everyone.

4. Resources and Accountability

To successfully implement this Gender Equality Plan, we have committed resources. The Gender Equality Officer, appointed by senior management, is responsible for the day-to-day management of this plan. This officer reports directly to the Board to ensure that gender equality remains a top priority at all levels of the organisation.

We will allocate the necessary budget to implement the initiatives outlined in this plan, ensuring that resources are directed towards training programs, data collection efforts, and initiatives aimed at improving gender equality in the workplace.

5. Data Collection and Monitoring

We have established robust processes for **collecting and monitoring gender-related data**. This data will be collected on an annual basis, and will include:

- The gender distribution in recruitment, retention, promotions, and leadership roles.
- Salary data broken down by gender to monitor any disparities.
- Training participation data, ensuring equal access to professional development opportunities for all genders.
- Employee feedback through surveys on work-life balance and organisational culture.

These data points will be used to track our progress towards gender equality and inform any necessary adjustments to our strategies.

6. Training and Awareness-Raising

We understand the importance of continuous education on gender equality and unconscious biases. As part of our commitment, we conduct:

- **Annual gender equality training** for all employees, focusing on raising awareness of unconscious biases and promoting inclusive behaviours.
- **Specialized training for management** to ensure that decision-makers are equipped with the tools to foster gender equality in leadership and decision-making processes.
- **Gender equality workshops** for employees, which cover topics such as gender-based violence, sexual harassment, and creating an inclusive work environment.

These initiatives are mandatory for all staff, ensuring that everyone is aligned with the company's gender equality objectives.

7. Monitoring and Reporting

To ensure the continuous improvement of our Gender Equality Plan, we will:

- Conduct **annual reviews** to assess progress towards our gender equality targets.
 - Use feedback from employees and other stakeholders to adjust our strategies and objectives as necessary.
 - Provide a **progress report** if requested by relevant bodies, demonstrating our commitment to gender equality
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8. Conclusion

EasyWello is fully committed to fostering an inclusive environment where gender equality is at the heart of everything we do. This Gender Equality Plan serves as both a guideline for our internal practices and a pledge to contribute to broader efforts towards equality in the workplace. We will continue to monitor our progress and make adjustments to ensure that we meet the evolving needs of our employees.

Signed by:

Herman Koppel
CEO
02.10.2024

Elin Frodé
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02.10.2024