



Global Reporting Gender Equality Plan 2022

Vision

Our goal is to make our activities gender responsive and transformative, and thus more effective, efficient and successful.

Principles

We aim to do this by redressing existing gender inequalities and re-defining women and men's gender roles and relations through guidance on gender mainstreaming.

Policy objectives

- Equality and freedom of ideas in our company
- An open forum for communication within the company
- Support for women and men's inclusion in the workplace equally
- Flexible working hours, parental and other family-related leave, and equal recruitment and promotion procedures
- Time-bound targets to be achieved (short- and long-term)
- Leadership is diverse and inclusive of both genders and includes a female voice in decision-making
- Paternity leave and general parental rights help fathers have the same rights as the mothers
- Processes in place where all staff feel comfortable raising concerns about any conduct; be that from colleagues or senior managers
- Fair pay and pay structures including measures aimed at achieving gender equality
- Equal working conditions and working environment

Outputs to achieve policy objectives

- Education and create programmes to teach and support young women pursuing careers which are under represented. This could be



industry related such as offering more internships, or could involve management training programmes.

- Outsource our HR facilities or hire a HR manager who will oversee the process
- Create implementation mechanisms (working with women organizations, mobilize financial resources, reporting and monitoring, etc)
- Promotion and career development, often with preferential treatment of under-represented groups, usually women
- Home-working
- Consider the recruitment and retention of people from ethnic minorities, the disabled, of a wide range of age and people belonging to sexual minorities
- Organisational and management development
- Recruitment strategies
- Flexible working time schemes
- Equality and diversity wage policy
- Equal pay
- Recruit more women
- Collective agreement which ensures funding from the relevant ministry, eg Ministry of Labour

Stakeholder responsibilities

- Priority areas of actions (as identified during gender assessment)
- Fair hiring policies
- Recruitment and selection of new employees, often with preferential recruitment of under-represented groups, usually women
- Work organisation
- Career development, training and wages

Resources needed/budget planning

- Resources for training and development, often targeted at women
- Various family-friendly measures aimed at a reconciliation of work and family life. These can include provisions on parental, maternity, childcare and other types of family leave, special working time arrangements (organisation of working time part-time work, job-sharing etc) and childcare arrangements



- Provision for teleworking, hours banks or accounts, unpaid leave or reduction of working time for family responsibilities, job-sharing, career breaks/return to work schemes and mentoring arrangements for male and female employees with an emphasis on the latter
- Institutional arrangements on eg childcare facilities
- Resources for professional development (including mentoring) and reconciliation of work and family life (eg an information point and telework)
- An equality fund
- A 'dignity at work charter' on bullying
- Assistance from a publicly-funded equality auditor including a template from which the organisation and the auditor will work together, an agreed equality action plan, and an external review of implementation of the action plan after an agreed time
- The setting up of a joint management-employee cooperation committee to monitor the implementation of the equality plan and sets new objectives for future plans
- A set of indicators has been developed, for which data is gathered once or twice a year