

Gender Equality Plan for The Innovation Growhouse Stockholm AB (THINGS AB)

Introduction:

THINGS is committed to promoting gender equality and eliminating discrimination and bias based on gender. We recognize that gender equality is not only a fundamental human right but also a prerequisite for sustainable development, social cohesion, and economic prosperity.

This Gender Equality Plan outlines THINGS' strategies and actions to achieve gender equality in all areas of our operations, including recruitment and promotion practices, training and development opportunities, work-life balance policies, pay equity, prevention of harassment and violence in the workplace, and integration of the gender dimension into our activities.

Goals and Targets

Recruitment and Promotion Practices:

Ensure that all job postings are gender-neutral and do not contain any gender stereotypes. Implement a gender-balanced shortlisting process for all job vacancies, if possible. Provide career development opportunities for all employees, regardless of gender, and support women to overcome barriers to career progression, including for leadership positions.

Training and Development Opportunities:

Offer training and development opportunities that are accessible to all employees, regardless of gender. Provide targeted training and support to all employees to develop their leadership and management skills, regardless of gender.

Work-Life Balance Policies:

Offer flexible work arrangements to support the work-life balance of all employees, regardless of gender. Provide paid parental leave to all employees, regardless of gender, and encourage men to take parental leave.

Pay Equity:

Conduct a pay equity analysis to ensure that all employees are paid fairly for their work, regardless of gender. Eliminate any gender-based pay gaps and provide equal pay for equal work. Review and adjust our pay and benefits packages regularly to ensure that they are competitive and equitable.

Prevention of Harassment and Violence in the Workplace:

Develop and implement a zero-tolerance policy for harassment and violence in the workplace. Provide training and support to all employees on preventing and responding to harassment and violence. Ensure that all incidents of harassment and violence are taken seriously and dealt with promptly and appropriately.

Data Collection and Monitoring:

THINGS is committed to monitoring and evaluating progress towards achieving gender equality. We will analyze data across staff categories and use this data to review the GEP's objectives and targets, indicators, and ongoing evaluation of progress.

Regarding indicators' analysis, the data will be collected from existing administrative resources, and, whenever topics are not held in existing administrative collections, the responsible team will promote a targeted action to collect the data.


THINGS will implement this Gender Equality Plan by monitoring progress regularly.

Conclusion:

THINGS is committed to creating a work environment that is inclusive, diverse, and free from discrimination and bias based on gender. We believe that achieving gender equality is essential for our

organization's success and for creating a fair and just society. This Gender Equality Plan is a roadmap for achieving our vision of a gender-equal workplace, and we are committed to implementing it fully and effectively. By analyzing data and reporting on progress, we will ensure that our actions are evidence-based and that we are making meaningful progress towards gender equality.

Linda Krondahl, CEO

A handwritten signature in black ink, appearing to read "Linda Krondahl", is written over a horizontal line.

GEP approved on 2024-04-03