

SuMaTechs AS Non-Discrimination and Gender Equality Plan

1. Introduction

At SuMaTechs AS, we are committed to fostering an inclusive and equitable workplace where all employees are treated with respect and dignity. This Non-Discrimination and Gender Equality Plan is a formal document that outlines our commitment to ensuring equal opportunities for all, regardless of gender, race, ethnicity, background, political beliefs, or any other characteristic.

This plan is in line with the EU Commission's recommendations for a Gender Equality Plan and goes beyond to address broader non-discrimination policies. The document is published on our website and is signed by the top management to demonstrate our commitment.

2. Publication

This document is officially published on SuMaTechs AS's website and is endorsed by our top management. This public commitment underscores our dedication to fostering an inclusive and non-discriminatory work environment.

3. Dedicated Resources

While we aim to commit human resources and expertise to implement this plan, currently, this remains an indicative future goal. As SuMaTechs AS grows, we plan to allocate dedicated resources to oversee the implementation and progression of our equality and non-discrimination initiatives.

4. Data Collection and Monitoring

We recognize the importance of data in driving meaningful change. Although we currently do not have a system in place for extensive data collection and monitoring, we plan to develop mechanisms to collect sex/gender disaggregated data on personnel. We will aim to include annual reporting based on relevant indicators to track progress in the future.

5. Training

Awareness and training are critical components of our commitment to equality. As part of our future plans, we intend to introduce training programs that focus on gender equality, unconscious biases, and non-discrimination for all staff and decision-makers.

6. Content Areas and Measures

6.1 Work-Life Balance and Organisational Culture

Measures:

- Implement flexible working hours and remote work options to accommodate diverse needs.
- Promote a culture of respect, inclusion, and support through regular team-building activities and open communication channels.
- Encourage the use of parental leave by all genders to support family life balance.

6.2 Gender Balance in Leadership and Decision-Making

Measures:

- Ensure balanced representation of genders in leadership positions and decision-making bodies.
- Develop mentorship and sponsorship programs to support the career progression of underrepresented genders.

6.3 Gender Equality in Recruitment and Career Progression

Measures:

- Implement unbiased recruitment processes, including gender-neutral job descriptions and diverse hiring panels.
- Provide equal opportunities for career development, training, and promotions.
- Regularly review and address any gender pay gaps.

6.4 Integration of the Gender Dimension into Research and Teaching Content

Measures:

- Encourage the consideration of gender perspectives in all research projects and educational materials.
- Provide training and resources for staff to integrate gender dimensions into their work.

6.5 Measures Against Gender-Based Violence Including Sexual Harassment

Measures:

- Establish clear policies and procedures for reporting and addressing gender-based violence and sexual harassment.
- Provide regular training on recognizing and preventing harassment in the workplace.

- Create a supportive environment where victims feel safe to report incidents.

7. Indicative Future Plans for expanded non-discrimination and gender equality plan

7.1 Dedicated Resources

- Appoint dedicated personnel with expertise in gender equality and non-discrimination to oversee the implementation of this plan.

7.2 Data Collection and Monitoring

- Develop and implement systems to collect and analyze sex/gender disaggregated data.
- Publish annual reports detailing progress and areas for improvement.

7.3 Training

- Introduce comprehensive training programs for all employees, focusing on gender equality, unconscious biases, and broader non-discrimination topics.

8. Conclusion

SuMaTechs AS is committed to creating an inclusive and equitable workplace. This Non-Discrimination and Gender Equality Plan is a step towards ensuring that all employees are valued and given equal opportunities to succeed. We will continue to review and improve our policies and practices to meet our commitment to equality and non-discrimination.

This company policy was signed by Arnstein Bjørke, Chair of the Board of SuMaTechs AS, on 6th August 2024. This public version of the document is available at SuMaTechs AS website www.sumatechs.com
