

## Gender Equality Plan (GEP)

### Purpose and objectives

Kunnskapsparken Helgeland (KPH) has prepared a plan for how the organization will work to ensure equality and gender balance for the employees (Gender Equality Plan, GEP). This is an important area of focus both in Norwegian and European working life to ensure that a diverse and inclusive working life is ensured. And with the EU's requirement for GEP, this initiative is strengthened as it sets requirements for documentation and visibility in an organisation.

The purpose of this plan is to prevent employees (and potential employees) from experiencing various forms of harassment, and that everyone gets the same opportunity for promotion and development. The plan will also be an internal tool to increase awareness of gender equality in the organization both among the management and the board of KPH, and strengthen the possibility of recruiting a greater diversity of employees to KPH. The equality plan meets requirements from the Working Environment Act, the Equality and Discrimination Act, the UN's sustainability goals and KPH's internal personnel policy.

The plan has been approved by the board and will be revised annually.

### Status KPH

Since its inception in 2002, KPH, as an innovation company, has placed great emphasis on gender balance in the organisation. This has been, and will continue to be, an important topic in recruitment both for the organization and for the board.

KPH is a strong promoter of increased value creation, innovation, and growth in Helgeland. This is reflected in the organization through the fact that the employees represent a diversity in education and competence. Through experience and expertise sharing, KPH must be a national role model for interaction and regional development, and it is therefore important that KPH also reflects society's diversity.

### KPH wants to focus on four specific areas:

#### 1. Recruitment

1. We do not discriminate in a recruitment process.
2. We make arrangements for pregnant applicants and applicants with disabilities.
3. We do not collect information about applicants that is discriminatory.
4. We are aware of the possibility of positive discrimination.
5. All employees are informed about vacancies (also part-time, temporary and hired personnel)
6. In a recruitment process, we consider employees with preferential rights.

#### 2. Salary and working conditions

1. We do not discriminate when assigning wages or working conditions.
2. Women and men receive equal pay for equal work and work of equal value.
3. We do not discriminate against employees who have been on parental leave.
4. We release information about wages in line with the law.

\*Remember that this must be confidential for each individual employee. You have to think through what is appropriate to report.

### 3. Promotion and development opportunities

1. We do not discriminate in training, competence development, relocation and promotion.
2. We provide individual workplace arrangements.
3. We respect employees' right to leave and ensure that this does not hinder employees' opportunity for development opportunities.
4. We do not discriminate against part-time employees or temporary employees in training or other skills development.

### 4. Facilitation

1. We make arrangements for individual needs and make arrangements for employees with disabilities.
2. We provide individual adaptation of the workplace and work tasks for pregnant women.
3. Access to the workplace, sanitary facilities and work equipment is arranged so that employees with functional impairments can work with us.
4. We have made arrangements for employees of all genders.

### Follow-up and reporting

There is an annual review of the equality plan based on KPH's internal equality survey. The investigation is reviewed by the general manager and safety representative, and the results (findings and measures) are presented to the board at KPH and the employees.

