

Ecohelix Gender Equality Plan

Introduction

Ecohelix is a leader in sustainable polymer solutions, prioritizing biopolymers over environmentally harmful synthetic options. Our dedication to the environment goes hand in hand with our belief in the importance of gender equality and diversity. Our Gender Equality Plan (GEP) details our commitment to the UN Sustainable Development Goals, fostering a balanced, inclusive, and diverse workforce, in harmony with our broader vision and values. At Ecohelix, we understand that the true potential of our mission can only be realized when we harness the collective strength of a diverse and equal workforce. Just as we are unwavering in our commitment to sustainability, we stand resolute in our pursuit of gender equality and diversity. Together, we aim to shape a more inclusive, equitable, and sustainable future.

1. Public Document

- **Ecohelix's Commitment:** This GEP has been endorsed and signed by Ecohelix's top management. Our commitment to gender equality is further fortified by our **Code of Conduct, Gender & Diversity Policy, and Recruitment Policy**, all of which underscore the importance of diversity and gender balance.
- **Online Presence:** Ecohelix's official website prominently features this GEP, ensuring transparency and open communication with all stakeholders. Additionally, our website provides access to the policies mentioned above, offering clear insights into our stand on gender equality and our approach to cultivating an inclusive workplace.

2. Dedicated Resources

- **GEP Team at Ecohelix:** Despite our status as a small-scale company, we are passionately committed to the cause of gender equality. To ensure a robust and focused implementation of our GEP, we have established a dedicated team within Ecohelix. This team, which includes management and safety officers, is committed to driving the GEP initiatives and is equipped with the necessary resources to ensure its success.
- **Integration with Management System:** The Management System is leveraged to enhance our GEP efforts. The system ensures that every member of Ecohelix remains updated about the latest policies and guidelines related to gender equality. Furthermore, the platform automates and schedules timely follow-ups, ensuring consistent adherence and ongoing commitment. With Management System real-time

feedback mechanism, we can quickly adapt and refine our approach, thus ensuring a dynamic and responsive strategy towards gender equality."

3. Data Collection & Monitoring

- **Gender Data Collection:** Ecohelix will systematically collect gender-specific data among its employees to better understand and address gender disparities.
- **Annual Reporting:** Utilizing Management System, gender metrics will be analyzed and reported on an annual basis.

4. Training:

- **Ecohelix's Training Approach:** We're set on creating an inclusive environment at Ecohelix. As such:
 - **Gender Awareness:** We'll host regular briefings on gender dynamics and its relevance. Empowering our team to communicate effectively, respectfully, and empathetically, promoting a harmonious work environment.
 - **Inclusive Practices:** Guides and policies to foster a welcoming workspace for everyone. Implementing strategies and methods that foster an inclusive workplace, ensuring everyone feels valued, heard, and seen.

This streamlined training ensures our commitment to gender equality is both understood and lived by our team.

5. Work-life Balance & Organisational Culture at Ecohelix

- **Ecohelix Work Environment:** Ecohelix is dedicated to cultivating an inclusive environment where every team member feels seen, heard, and empowered. Our organizational culture places emphasis on mutual respect, collaboration, and recognition of each individual's contributions.
- **Flexibility at Ecohelix:** Recognizing the diverse needs of our employees, Ecohelix promotes flexible working solutions. This includes accommodating varying work hours, endorsing remote work arrangements, and ensuring that parental leave policies support both parents in their parenting journey.

- **Open Dialogue:** Ecohelix believes in maintaining open channels of communication, encouraging employees to voice their opinions, share feedback, and actively participate in shaping the company's work culture.

6. Gender Balance in Leadership & Decision-Making

- **Promotion at Ecohelix:** We believe diverse leadership drives innovation and strengthens decision-making. Embracing gender balance at leadership levels is both an embodiment of our core values and a strategic business choice. Initiatives will be taken to identify and promote women and men into leadership roles within the organization, based on their individual qualifications, through a non-discriminatory approach. That is irrelevant of their age, gender, appearance, disabilities, or personal beliefs.
- **Monitoring and Accountability:** - Progress in achieving gender balance in leadership will be routinely tracked, reported, and acted upon.

7. Gender Equality in Recruitment & Career Progression at Ecohelix

- **Transparent Recruitment Practices:** Ecohelix is committed to upholding a Recruitment Code of Conduct that promotes transparency at every stage. We emphasize a gender-neutral lens in our recruitment, ensuring that all candidates are judged based solely on merit, skills, and fit for the role.
- **Career Development Roadmap:** Ecohelix believes in nurturing talent and ensuring that everyone can reach their potential. To this end, we have designed a structured career pathway that allows all employees, regardless of gender, to envision their growth within the organization. Regular reviews and feedback sessions ensure that every individual is equipped with the resources and support needed to advance.
- **Gender Representation:** To foster balance, Ecohelix is proactive in identifying areas where gender representation may be lacking. We actively seek to bridge any gaps, aiming for balanced participation in both leadership roles and across teams.
- **Continuous Training:** Ecohelix invests in regular training sessions focused on eliminating biases, understanding gender dynamics in professional settings, and promoting equality. These trainings are essential for our hiring managers and leaders, ensuring that they are well-equipped to foster a gender-balanced environment.

8. Integration of Gender Dimension into Ecohelix's Research & Projects

- **Research & Development:** While our primary product is a polymer, the research and development teams behind it are encouraged to be diverse

and include varied gender perspectives. This diversity ensures holistic problem-solving and creativity throughout the development process.

- **Collaborative Teams:** We aim for balanced representation in our project teams. This balance ensures that our product and projects are developed with a broad perspective and can cater to diverse audiences.

9. Measures Against Gender-Based Violence & Harassment at Ecohelix

- **At Ecohelix,** ensuring a safe and respectful environment for all is paramount. Upholding each individual's dignity is central to our values, and we have set clear guidelines to prevent and address gender-based violence and harassment.
 - **Ecohelix's Protective Code:** Our Code of Conduct is explicit in defining behaviors that stand in contravention to our values. It serves as a firm guideline for the standards expected, detailing the consequences that ensue when these are breached.
 - **Gender Respect at Ecohelix:** Our Gender & Diversity Policy strongly opposes any form of gender-based discrimination or harassment. This policy supports our efforts to create a workplace where everyone is treated with respect and understanding.

Conclusion:

Ecohelix's Gender Equality Plan is not just a document; it's a commitment, a vision, and a roadmap. It highlights the interconnectedness of the company's core values, especially how sustainability, innovation, and gender equality can collectively lead to a brighter, balanced future. The meticulous detailing of each segment reflects not only the depth of planning but also the genuine intent behind each initiative. In its entirety, the GEP paints a picture of an Ecohelix that not only responds to the call for gender equality but leads from the front.

Review

Ecohelix's GEP stands as a testament to our commitment to creating a balanced and inclusive workspace. Our GEP will undergo periodic reviews, ensuring that Ecohelix remains adaptive and responsive to the evolving gender equality landscape.

Signatures:

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Följande handlingar har undertecknats den 7 juni 2024



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Ecohelix Gender Equality Plan

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