

Gender Equality Policy

Purpose

At SmiLe Venture Hub, gender equality is a strategic priority and a prerequisite for sustainable impact. Guided by our values **Professional, Impactful, Inclusive and Friendly**, we are committed to providing a fair, safe and enabling environment where all people have equal opportunities to thrive, contribute and lead.

This policy is signed and endorsed by top management and publicly available on our website.

Governance and Resources

- **Governance:**
Swedish Work Environment Law and SmiLe Work Environment policy
- **Ownership:** The policy is owned by management and implemented by managers with support from People&Culture.
- **Resources:** Dedicated time, competence and data capacity are allocated to ensure effective implementation and follow-up.

Data Collection & Monitoring

We collect and analyse **sex-and gender-disaggregated data** annually, covering:

- Workforce composition by role, seniority and contract type
- Recruitment, promotion and retention
- Leadership and decision-making bodies
- Pay

Key indicators include:

- Gender distribution (%) overall and in leadership
- Hire and promotion rates by gender
- Voluntary turnover by gender
- Participation in training and coaching

Results are reviewed annually and inform actions and priorities.

Core Areas and Commitments

1. Work–Life Balance & Organisational Culture

We foster a healthy, inclusive culture that enables balance over time.

- Flexible work practices where feasible
- Open dialogue on wellbeing, workload and life phases

Measurement: employee survey results, utilisation of flexibility arrangements

2. Gender Balance in Leadership & Decision-Making

We actively work towards balanced representation at all decision-making levels.

- Gender-aware succession planning
- Diverse shortlists for leadership roles

Measurement: share of women and men in leadership and boards

3. Gender Equality in Recruitment & Career Progression

We ensure fair, competence-based and inclusive processes.

- Gender-neutral job ads and structured interviews
- Equal access to development, mentoring and coaching

Measurement: gender split in applicants, hires, promotions

4. Gender Dimension in Research, Teaching and Innovation

Where relevant, we integrate gender perspectives to improve quality and impact.

- Awareness in problem framing, content and design
- Reflection included in training sessions and coaching

Measurement: documented integration in projects, trainings and evaluations

5. Prevention of Gender-Based Violence and Harassment

We have **zero tolerance** for harassment, discrimination or abuse.

- Clear reporting channels and response processes through our Work Environment Policy

- Training on respectful behaviour and unconscious bias
Measurement: training completion rate, reported cases handled according to policy

Training & Awareness

- Regular **awareness training and coaching** on gender equality and unconscious bias for staff, leaders and decision-makers
- Gender equality embedded as a recurring theme in People & Culture coaching

Review and Accountability

This policy is reviewed annually. Progress, insights and actions are documented and communicated transparently.

Signed by:

CEO SmiLe, Ulrika Ringdahl

A handwritten signature in black ink, reading "Ulrika Ringdahl". The signature is written in a cursive, flowing style.

Date: 13/05/2026