

# **Gender Equality Plan (GEP)**

## **Work-life balance and organisational structure**

Demeca's human resources practices are based on merit, valuing professionalism, experience and ability to work with different people. We provide equal opportunities of employment for both men and women, in line with the guidance from the European Institute for Gender Equality. We started our gender equality initiative in 2019 against a background of a predominantly male workforce, a common situation in the farm-scale biogas sector. Under this policy, when faced with equally qualified jobseeker candidates, preference is given to female applicants. The implementation of this policy, coupled with employee turnover and expansion, has resulted in the recruitment of five women (constituting 10% of approximately 50 workers) by 2021. Continuing this commitment, we have currently (3/2024) Demecan johtamis- ja päätöksenteko-organisaatio recruited a female Chief Financial Officer. To further promote gender balance, we plan to launch campaigns aimed at attracting female workers. We are also actively engaging with local schools to encourage female students to pursue apprenticeships in our sector. Key areas targeted for recruitment are sales, marketing, design, software and AI development, quality assurance, finance, human resources, logistics, research, manufacturing, and project management. Our objective is to achieve a workforce composition of 15% female employees by 2026 and 30% by 2030.

## **Gender balance in leadership and decision-making**

Demeca's leadership and decision making organisation has also the plan which will lead to achieve the abovementioned goals.

## **Gender equality in recruitment and career progression**

Demeca has involved the aspects of gender equality plan into its process description of recruiting in the sustainability handbook.

## **Integration of the gender dimension into research and teaching content**

As an SME the teaching aspect is limited to teaching of own organisation and social media communication. Own organisation will be informed of the GEP regularly according to the sustainability handbook (Concept book). Demeca will also advertise its company and working places so that both genders will be highlighted when telling the high-level working society of Demeca.

## **Measures against gender-based violence, including sexual harassment**

Demeca's zero-tolerance in gender-based violence, including sexual harassment will be clearly informed in the sustainability handbook and in internal educations of workers frequently. This belongs as an important part to Demeca's values.