



Gender Equality Plan

Updated 18 April 2024

Introduction

At Redoxme AB, we believe in a cohesive and equal society. We are committed to fostering an inclusive workplace that actively promotes and supports gender equality. Our Gender Equality Plan (GEP) is designed to align with both Swedish national policies and European Union (EU) initiatives that advocate for equal opportunities and treatment for all genders.

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Sweden is a global leader in gender equality, having implemented numerous policies that support gender balance, equal pay, and anti-discrimination in the workplace. The Swedish Discrimination Act mandates that all employers actively pursue specific goals to promote gender equality. Furthermore, Sweden's national strategy in accordance with the European Institute for Gender Equality emphasizes the need for integrating gender perspectives in all policies.

At the EU level, the Gender Equality Strategy 2020-2025 sets a framework for member states, encouraging them to adopt more stringent measures to combat gender discrimination. The EU directives on gender equality are also instrumental in shaping our GEP, ensuring compliance with broader European standards.

The primary objective of our GEP is to create a balanced and fair workplace where individuals of all genders have equal access to opportunities and resources, and are free from bias and discrimination. We aim to further embed gender equality into the core operational and cultural fabric of Redoxme AB, influencing every aspect of employment from recruitment to professional development, pay, and work-life balance.

The development of the GEP involved active participation from management and employees. This collaborative approach ensures that the GEP is comprehensive and representative of all voices within the company. At the end of the discussion and negotiation, the proposed plan was presented to the company's board for approval. It was approved by the Managing Director Dr. Pawel Jerzy Wojcik on 18 April 2024, immediately effective.

The GEP will be implemented through specific policies and actions, which will be regularly monitored and evaluated. Training sessions will also be conducted to educate employees about gender issues and the details of the plan.

The GEP includes:

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- Main conclusions of the gender equality analysis;
- Objectives of the GEP;
- Action plan regarding gender equality;
- Monitoring, reporting and evaluation;
- Timeline of the GEP;
- Dissemination strategy.

By implementing this Gender Equality Plan, Redoxme not only adheres to national and EU legal frameworks but also champions a culture of fairness and equality that is crucial for sustainable business success.

Norrköping, 2024-04-18

Dr. Paweł Jerzy Wojcik
Funder and Managing Director
Redoxme AB

Main conclusions of the gender equality analysis

We provide an overview about the main conclusions of the gender equality analysis conducted as a preliminary step before the adoption of the GEP.

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We performed an analysis of the gender-disaggregated data about employees collected as an evidence-base for the GEP. The results are shown in the table below. Among all employees, 18 are men (61.9%) and 8 are women (38.1%). At management level, the gender balance is of 2 men (66.6%) and 1 woman (33.3%). The most unbalanced situations are among the engineer employees (where men are prevalent) and administration (where only women are employed). These cases can be explained with a general gender unbalance of workers in the field of chemical engineering (where workers in the labour market are predominantly men) and administration (where there is a general prevalence of women). These numbers are therefore linked to the general labour market context and do not depend on any discriminatory policy or action implemented by Redoxme.

Management		Researchers		Engineers		Administration		Total	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2	1	3	2	8	1	0	4	13	8

In terms of salaries, no gender salary gap was found, since all employees work with the same salary levels and therefore there are no gaps.

In the last two years, the company performed the following gender equality measures:

- Workshop given by Unions (Naturvetarna) on employee rights;
- The company have actively promoted gender diversity in all positions within the organization;
- The company has instituted policies to ensure that all employees receive equal pay for equal work, regardless of gender;
- The company prioritized diversity and inclusion in their hiring processes, aiming to create a workforce that reflects the diversity of their community. This includes

actively recruiting and hiring qualified women for various roles within the organization, from admins to CAD designers;

- The company may offer training and development programs specifically designed to support the professional growth and advancement of women employees. This could include leadership development programs, skills training workshops, and mentorship opportunities tailored to the needs of women in the workplace.

The priority areas for intervention identified by the analysis are:

- 1) Professional growth and advancement;
- 2) Training;
- 3) Recruitment;
- 4) Gap of women employees with engineering background.

Objectives of the GEP

The GEP at Redoxme AB is crafted with the intent to address and enhance key areas of our workforce dynamics where gender disparities are most evident. The objectives of this plan are specifically designed:

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- 1) to ensure equitable professional growth and advancement opportunities across all genders, thereby fostering a more inclusive workplace environment;
- 2) to enrich our employees' skills and career potentials through targeted training programs that emphasize diversity and inclusiveness;
- 3) to refine our recruitment strategies to attract and retain a more diverse talent pool, particularly focusing on increasing the representation of women with engineering backgrounds.

These objectives represent a strategic priority to be addressed by the company management and employees, in order to address the existing gaps and promote a balanced workforce. This is essential for driving innovation and reflecting the diverse world in which we operate.

Action plan regarding gender equality

Through the abovementioned intervention areas and objectives, our action plan commits to creating a workplace where every employee has the opportunity to thrive and contribute to our collective success equally.

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Our action plan for gender equality is the following:

- 1) to periodically offer the opportunity to women employees to enter development career paths during the annual development interview and/or salary review with the manager;
- 2) to organise 1 training session per year (also in collaboration with the unions or other relevant organisations) for all employees focused on the relevance of gender equality at the workplace, how a gender equality environment can be created and maintained at the workplace, risks for inappropriate behaviours (including also gender-based violence and sexual harassment), how to use a gender-neutral language in the work context, and any other relevant contents;
- 3) to develop job profiles for vacancy positions that are gender neutral and promoted through a variety of channels;
- 4) to start a discussion with partners at Linköping University on how to attract more women workers from chemical engineering and explore potential synergies (e.g., mixed positions between academia and the company for women engineers).

Monitoring, reporting and evaluation

The GEP is implemented by the company management in collaboration with all employees. A specific Gender Equality Team was appointed to monitor, report and evaluate its implementation. The Gender Equality Team is composed by the following members:

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- Liam Carroll (man), Electrochemical Support Scientist;
- Luca Jacobovics (woman), CAD Designer;
- Matilda Palmqvist (woman), Financial Accounting and Reporting Specialist;
- Miguel Villicaña Aguilera (man), PhD candidate student.

The members of the Gender Equality Team have different genders, seniority and positions at the organisation. So, it is in the best position to analyse the implementation of the GEP and identify any further issue.

The Gender Equality Team meets at least twice per year and prepares a report by 31 March of each year where they evaluate the implementation and impact of the GEP. The company management receives the report and disseminates it among all employees.

In the yearly report, the Gender Equality Team can provide recommendations for improving company policy and actions towards gender equality, to be considered by the management.

Members of the Gender Equality Team will be renewed at the end of each GEP cycle (see next section).

Timeline of the GEP

The GEP is immediately effective from 18 April 2024.

The implementation period coincides with the solar year. The Gender Equality Team monitors and evaluates the implementation of the GEP preparing a report by 31 March of the following year (e.g., the 2024 report is due by 31 March 2025).

The present GEP is valid until 31 December 2026. Before the end date, a new GEP will be discussed and approved internally to cover the following period (from 2027 on).

The GEP can also be updated every year, after the report and possible recommendations by the Gender Equality Team or other raising needs.

Dissemination strategy

The GEP is signed by the Managing Director and published in the company website.

The GEP is disseminated amongst all company employees via email and stored in the internal online repository for long-term access. Information about the GEP and gender equality issues will be also shared with all employees in group meetings (e.g., retreats) and individual talks (e.g., development interviews and salary reviews).

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The GEP is also shared with the unions and strategic partners when relevant.