



## **GENDER EQUALITY PLAN OF AS METROSERT**

The purpose of the Gender Equality Plan of AS Metrosert is to ensure equal opportunities for all AS Metrosert employees. We take gender equality aspects into account in all our activities because we believe that our work is more productive if gender aspects are taken into account. The gender equality plan was approved on May 19, 2022 by the management board of AS Metrosert. Once a year, the HR manager gives an overview of the gender equality situation in the company and the activities under the plan. AS Metrosert's gender equality plan is based on the Gender Equality Act. The following describes the basic principles and measures of the gender equality plan that are implemented daily by AS Metrosert:

### **1. Equalization of women's and men's job positions in AS Metrosert.**

- We only run gender-neutral recruitment campaigns. This means that the requirements or prerequisites for a job seeker described in the offer stem from the content of the job and not from the desire to recruit a person who meets certain characteristics. In the case of equal candidates, preference will be given to a candidate of the under-represented sex.
- Harmonization of women's and men's career paths in the company. Both men and women have equal opportunities in the company for horizontal and vertical careers.
- The absence of a gender pay gap. Ensuring equal pay for equal work for all, regardless of gender.
- Equal bonuses and additional benefits for all employees of the company, regardless of gender.

### **2. Improving the gender balance among the members of the panels and management level of AS Metrosert.**

- Increasing balance among the members of the decision-making bodies and steering groups, including the conscious involvement of under-represented gender groups in steering group activities and promotion to management and decision-making levels.
- Regular updating of knowledge in the field of gender equality in decision-making and steering groups (incl. Participation in training).
- Following the principles of equal treatment and established criteria when making (management) decisions.

### **3. Supporting the reconciliation of work and family life for the employees of AS Metrosert.**

- We promote the equal distribution of caregiving responsibilities between women and men. We support and encourage fathers to take paternity and parental leave.
- We fully support parents in returning from parental leave and improve the working conditions of employees returning to work from parental leave, including the remuneration to which they would have been entitled to during their absence.
- We develop a family-friendly work environment and provide flexible work hours and rest breaks.



#### **4. Elimination of gender stereotypes in AS Metrosert.**

- We are fighting attitudes and stereotypes that create division in the workplace for women and men.
- Adherence to the principle of equal treatment in all activities (recruitment, information activities, participation in conferences, etc.).
- We raise employees' awareness of gender equality and their rights to equal treatment in all activities and levels.
- We avoid gender stereotypical claims and images and discriminatory attitudes towards people of different genders in the company's sales and marketing messages, presentation, advertising and image materials, etc.
- If possible, we try to ensure gender balance among performers at AS Metrosert public events, conferences, seminars and other events.