

Action Plan for Gender Equality at IFE for the period 2022-2027

Gender Equality Plan

In research and entrepreneurship, there is still a marked under-representation of women, especially in the technical-industrial environments and in management positions. Within our vision at IFE's of performing "research for a better future", we are committed to promote Diversity and Gender Equality at all the levels in making of the Institute a reference of inclusive workplace. IFE is proud of holding the highest ethical standards; discrimination based on ethnicity, nationality, language, religion and beliefs, handicap, sexual orientation, or gender identity is not tolerated.

The current situation

Gender Equality is central to promoting quality in research and innovation and IFE strives to promote gender equality, gender balance, and diversity among its staff. By the end of 2020, of the company's 592 permanent employees, 222 were women (37.5%) and 370 men (62.5%). The company had a total of 45 temporary employees, of which 33 were men (73%) and 12 were women (27%). Furthermore, the company had 51 employees in part-time positions, of which 22 were men (43%) and 29 were women (57%). In 2020, the Foundation's board consisted of 3 women and 5 men. The management group consisted of 6 women and 6 men. In 2020, IFE had employees from 30 different nationalities and of those recruited this year, 30.5% were women and 69.5% men. In December 2021, the situation of IFE's workforce is the one presented in the table below.

Position	Women	Men	Percentage W/M	Total
Administration	51	16	76 %	67
Administrative leader	36	83	30 %	119
Other leader position	7	4	64 %	11
Engineer Level 1	11	20	35 %	31
Engineer Level 2	25	64	28 %	89
Engineer Level 3	-	7	0 %	7
Research Scientist Level 1	9	29	24 %	38
Research Scientist Level 2	32	49	40 %	81
Research Scientist Level 3	19	39	33 %	58
Research Scientist Level 4	4	21	16 %	25
Technician Level 1	14	20	41 %	34
Technician Level 2	3	19	14 %	22
Technician Level 3	21	26	45 %	47
Others	22	55	29 %	77
Total	254	452	36 %	706

IFE works actively to prevent discrimination as a result of disability, ethnicity, national origin, skin color, religion or outlook on life. Activities include recruitment, pay and working conditions, promotion, development opportunities and protection against harassment. In addition to this, the Institute has established an internal and external notification channel. The internal notification channel is handled by the HR department, while the external and anonymous channel is handled by Grette law firm, with which IFE has entered into an agreement. The notification rules are included in IFE's ethical guidelines and are included in training in ethical guidelines and management training.

The Foundation's ethical guidelines state that employees must contribute to a fair and inclusive work environment that does not discriminate on the basis of ethnicity, gender, orientation, religion, political orientation or social background. Every year, IFE conducts a work environment survey called AMIS used, among other things, to map discrimination or unreasonable discrimination in the organization. Questions are asked about unfortunate discrimination, whether the employees have noticed or been exposed to bullying or

harassment in a work context and about the general development of the working environment. Based on the results of the AMIS survey in 2020, there is no feedback indicating that there is discrimination at IFE. During 2022, IFE has set up a group of parties to look at / assess whether there is unfortunate discrimination. If this occurs within certain environments, the group will propose measures to mitigate this. IFE's recruitment process is based on needs and is based on objective criteria that without compelling reason must be influenced by the candidates' gender, pregnancy, maternity or adoption leave, care responsibilities, ethnicity, religion, outlook on life, disability, sexual orientation, gender identity, or gender expression. The Institute has four unions, and the parties have jointly developed criteria for a gender-neutral wage policy. The salary placement is based on objective criteria such as seniority and level of education (master / bachelor / trade certificate, etc.). Working conditions such as working hours, welfare schemes, leave, etc. are designed in such a way that they do not discriminate on the basis of gender or other parameters. Promotions are assessed and given on the basis of gender-neutral criteria. This can e.g. be seniority, publications, participation in and management of projects etc.

IFE works actively to offer a workplace that is adapted to the employee's health, environment and safety. The Foundation collaborates with the occupational health service on the provision of preventive health services for its employees. In the event of maternity leave or adoption, IFE offers its employees a better scheme than what the National Insurance rules entail. All employees retain their ordinary salary during the leave period, in addition you are entitled to leave with pay up to 2 hours per. day for breastfeeding. Pregnant women who work with radioactive substances and ionizing radiation are transferred to other work without occupational exposure on the basis of a risk assessment in the remainder of the pregnancy. In 2020, 26 of IFE's employees have had parental leave, of which 12 are women and 14 are men. The parental leave has had an average duration of 18 weeks. In total, the men have had 185 weeks 'leave, while the women have had a total of 287 weeks' leave.

Action plan 2022-2027

IFE believes that developing awareness about gender dimensions in research is a top priority for the entire organization and therefore this dimension will be incorporated in the monthly agenda of the top management team of the Institute. Gender equality is a topic on which all members of the leadership are well-versed, and IFE considers gender issues at all key decision points, so it is not relegated to a specific function inside the organization. The action plan will be based on three key items: i) definition of responsibilities at IFE and allocation of the right human and financial resources, ii) development of internal training and awareness-raising actions and iii) implementation of an Observatory of career development that includes the processes for data collection and the tools for Gender Equality monitoring.

- **Resources and responsibilities**

IFE will set in 2022 a Gender Equality Committee, backed by an HR resource in a 5% role. The HR section of IFE holds the responsibility to follow up and guarantee that Gender Equality and diversity work is an integral part of HR work and recruitment.

- **Awareness and training**

Gender awareness raising should aim to modify attitudes, behaviors, and beliefs that perpetuate gender disparities. As a result of this process, developing awareness-raising tactics that create a conducive environment for debate and motivate mobilization is critical. As a means of transmitting the necessary information and knowledge to take action, gender awareness raising goes hand in hand with gender equality training. Further awareness-raising will be achieved including updates on the status of the gender dimension at IFE in the monthly meeting held by the CEO towards all the employees of the Institute. The status and statistics related to the Gender Equality in the Institute will be included also at IFE's website and updated at least twice per year (more in case a large number of employees joins the Institute in a short period of time). To do that, the Communication Advisors of IFE will work in close cooperation with the Human Resources Department and retrieve the updated information in a regular basis.

- **Observatory of career development: data collection and monitoring**

IFE, during 2022, will also implement a Employee Promotion Plan (EPP) that will take care of systematically appraising the career development of the female employees at IFE. The EPP will include a thorough data collection and monitoring program to be performed in an annual basis. The sex/gender disaggregated data on IFE's personnel will be gathered and statistical analysis performed at least once per year by the HR Department. Such an analysis will allow identifying biases and contribute to detect in an early phase the potential existence of an invisible structural and cultural barriers that prevent a woman from climbing the career ladder (the so called and largely undesired "glass ceiling").