

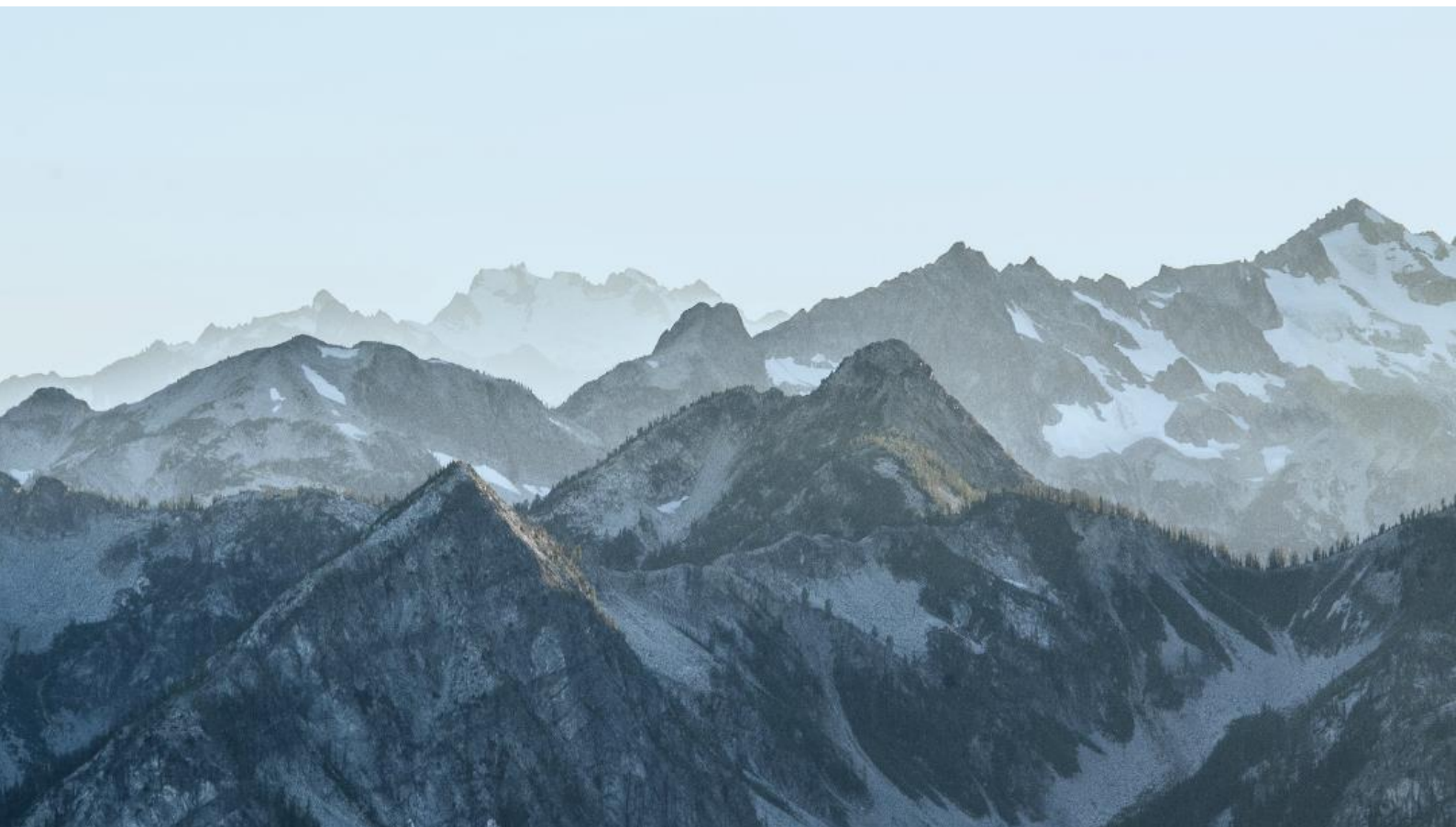


# Gender Equality Plan

of

## Perspectives Climate Research gGmbH & Perspectives Climate Group GmbH

Freiburg, Germany, 08.02.2024



## Preliminary remarks:

A Gender Equality Plan (GEP) is now often mandatory for companies to participate in research programs. In our companies (Perspectives Climate Research gGmbH and Perspectives Climate Group GmbH) – here called “**Perspectives**”, the structures and measures to promote gender equality have grown historically and are regulated in the employee handbook and various documents. This statement on the Gender Equality Plan summarises these structures and measures in a clear manner.

Requirements of Gender Equality Plans	How Perspectives meets this requirement
<p><b>Publication:</b></p> <p>A formal document published on the institution's website and signed by the top management.</p>	<p>Perspectives sees equality work as a cross-sectional issue that should be highly relevant for all areas of the company. Perspectives is committed to fostering a social environment that is free from biases and serves as a model of ethics, equity, and transparency. As a leading organisation in the field of climate action, Perspectives recognises the importance of promoting diversity and inclusivity in the industry. Perspectives is dedicated to driving change by implementing a range of interconnected actions that positively impact both internally and externally within the broader network. The goal is to create a work culture that values and respects every individual's unique perspective and contributions, regardless of their gender or background. Perspectives believes in providing equal opportunities for participation and talent development, ensuring everyone has a fair chance to thrive and succeed in their careers.</p> <p>Perspectives is committed to empowering women in the organisations and the broader climate and sustainability sector. The aim is to break gender barriers and encourage more women to pursue leadership roles. By showcasing accomplished women leaders and creating a supportive and inclusive work environment, Perspectives seeks to inspire and empower women to excel in their professional journeys.</p>

<p><b>Dedicated resources:</b></p> <p>Commitment of resources and expertise in gender equality to implement the plan.</p>	<p>Perspectives is fully committed to advancing gender equality and creating an inclusive work environment within the organisations. Since 2018, Perspectives has elected an employee representative who represents and acts as a mediator for employees regarding sensitive issues when engaging with management. Starting in 2023, Perspectives introduced a second representative (at least 50% female). The representatives will also take on the responsibility for upholding gender equality in the workplace. Managing Directors, Head of People &amp; Culture and the representatives meet for discussing and bringing forward gender equality on a monthly basis. By implementing these meetings and measures, Perspectives aims to cultivate a culture of embracing diversity and equal opportunities, allowing all individuals to thrive and contribute to our collective success.</p>
<p><b>Data collection and monitoring:</b> Sex and/or gender disaggregated data on personnel and students and annual reporting based on indicators.</p>	<p>Once a year, data on the status of the personnel structure is collected by the People &amp; Culture department and reported to management. This data is presented to all employees in the annual “year-end report”. This report contains information about</p> <ul style="list-style-type: none"> <li>- Age</li> <li>- Civil status</li> <li>- Disability</li> <li>- Ethnicity</li> <li>- Family status</li> <li>- Gender</li> <li>- Nationality Country of Domicil</li> <li>- Sexual orientation</li> <li>- Leadership roles</li> </ul> <p>Management, including the Head of People &amp; Culture and the employee representatives, then evaluates the collected data once a year and derives appropriate measures.</p>
<p><b>Training:</b></p> <p>Awareness-raising/training on gender equality and unconscious gender biases for staff and decision-makers.</p>	<p>To drive a transformative change, Perspectives has chosen to intervene through a tailored training program that addresses individual and organisational awareness regarding unconscious prejudices and biases that often influence choices, behaviours, and leadership styles. Workshops within the People &amp; Culture department are being conducted regularly to enhance individual awareness of biases and stereotypes that may impact</p>

	<p>interactions with colleagues and daily work activities, promoting an inclusive mindset throughout the organisation.</p> <p>General structured learning paths for colleagues to better understanding important diversity topics in the workplace via udeemy (online training platform) include the following trainings:</p> <ul style="list-style-type: none"><li>- Diversity, Equity, and Inclusion: A Beginner's Guide</li><li>- Fundamentals of Gender Equality</li><li>- Preventing Workplace Harassment</li><li>- Sexual Harassment Training for Employees in the Workplace</li><li>- CSR Development &amp; Communications: Make a Difference Today</li></ul> <p>There is also a learning path for our managers and leaders:</p> <ul style="list-style-type: none"><li>- Fostering Psychological Safety &amp; Belonging on Teams</li><li>- Inclusive Leadership: Working with Equality and Diversity</li></ul> <p>Moreover, specific training modules have been designed for managers to emphasise the appreciation and management of diversity, fostering an inclusive and welcoming work environment where everyone can contribute their unique strengths to enhance overall company performance. A comprehensive internal communication campaign has also been launched to raise awareness and sensitivity to these matters among all employees at Perspectives. Through these initiatives, Perspectives actively nurtures an inclusive culture that respects and values its team members' diverse perspectives and contributions.</p>
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In addition to these mandatory requirements, there are also recommended content-related (thematic) areas that Perspectives wishes to consider in its GEP:

<b>Work-life balance</b> and organisational culture	<p>Perspectives aims to promote gender equality through its organisational structure and flexible working times. The inclusive work-life balance policies and practices include parental leave policies, flexible working time arrangements and support for caring responsibilities for family members. In addition, discussion guidelines are available for feedback talks on topics such as vacation, part-time, home office arrangements or special stresses due to family and care responsibilities.</p>
<b>Gender balance</b> in leadership and decision-making	<p>In 2023 the female share in managerial roles was:</p> <p>C-level: 50%</p> <p>Mid-level Management: 62%</p> <p>Perspectives has taken various measures to maintain a balanced representation of genders in its management team and senior positions for consultants. The objective is to foster an inclusive and diverse leadership framework that appreciates all individuals' distinct viewpoints and abilities, irrespective of gender. By actively promoting women's progress in these roles, we provide opportunities for talented individuals to leverage their expertise and bring about positive transformations within our organisations.</p> <p>The general aim is for equal representation in positions and hierarchies.</p>
<b>Gender equality</b> in recruitment and career progression	<p>Incoming applications are only evaluated for their professional qualifications. Talents are considered regardless of race, skin , religion, gender, sexual identity, nationality, severe disability, or age.</p> <p>In case women are underrepresented, they are given preferential treatment if they are equally qualified.</p>

	<p>Job interviews and hiring decisions are done with at least one female interviewer and voter.</p> <p>In December 2023 the general female share is 61%</p>
<p><b>Measures against gender-based violence</b> including sexual harassment</p>	<p>With the Code of Conduct Against Sexual Harassment, Perspectives created a comprehensive set of rules against discrimination of any kind. In particular, sexual discrimination, harassment and violence are regulated in a separate section.</p> <p>See Annex 1</p> <p>Furthermore, Perspectives speaks out against all forms of discrimination, including on the internet and especially social media.</p> <p>Perspectives provides online training especially for Managers and the leadership team on udemy:</p> <ul style="list-style-type: none"> <li>- Sexual Harassment Training for Managers</li> </ul>

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## Annex 1:

### Code of Conduct Against Sexual Harassment in the Workplace

#### Introduction

Perspectives Climate Group is committed to providing a safe and respectful work environment, both offline and online, for all employees. This Code of Conduct aims to prevent and address incidents of sexual harassment, ensuring that everyone is treated with dignity and respect, regardless of the work setting.

#### Prohibition of Sexual Harassment

Sexual harassment is strictly prohibited in our workplace, including all online platforms and communication channels. This includes unwelcomed advances, requests for sexual favours, explicit or implicit comments or messages of a sexual nature, or any other behaviour that creates a hostile or intimidating environment.

#### Definition of Sexual Harassment

Sexual harassment refers to any unwelcome behaviour, whether offline or online, that is of a sexual nature and detrimentally affects an individual's work performance, creates an offensive or hostile environment, or interferes with an individual's career advancement opportunities.

#### Reporting

Procedure Employees who experience or witness any form of sexual harassment, whether in-person or online, are encouraged to report the incident promptly. We provide multiple reporting channels, ensuring confidentiality, and guarantee that no retaliation will be taken against those who come forward.

### **Investigation and Corrective Measures**

Upon receiving a complaint, a thorough investigation will be conducted fairly and impartially, considering both offline and online evidence. If the allegations are substantiated, appropriate corrective actions will be taken, which may include disciplinary measures up to and including termination.

### **Online Conduct and Communication**

Employees are expected to maintain professional and respectful behaviour when engaging in online communication related to work. This includes refraining from sending or posting any sexually explicit, offensive, or harassing content, comments, or messages.

### **Cyberbullying and Online Harassment**

Cyberbullying or online harassment of any form, including but not limited to sexual harassment, will not be tolerated. This includes sending threatening, offensive, or inappropriate messages, engaging in online stalking, or spreading rumours or gossip.

### **Awareness and Training**

We are committed to fostering a workplace culture that promotes respect and inclusion, both offline and online. Regular training programs and awareness campaigns will be conducted to educate employees about sexual harassment, its impact, and how to prevent and address such behaviour in all work settings.

### **Support and Resources**

We provide resources and support to employees who have experienced sexual harassment, whether offline or online, including access to counselling services, legal assistance, and other appropriate measures to aid in their recovery and well-being.



### **Compliance and Consequences**

Non-compliance with this Code of Conduct, including online aspects, may result in disciplinary actions, up to and including termination of employment. We are dedicated to upholding the principles of this Code and maintaining a safe and inclusive work environment, both offline and online, for all.

### **Review and Updates**

This Code of Conduct will be periodically reviewed and updated to ensure its effectiveness and alignment with changing laws, regulations, and best practices, including online rules and guidelines.

By adhering to this Code of Conduct, we affirm our commitment to creating a workplace free from sexual harassment, offline and online and fostering a culture of respect, dignity, and equality for all employees.



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