

Gender Equality Plan (GEP) for Vaja AB

Objective

Vaja AB's strong ambition is to create a good gender balance over time, targeting a 50/50 distribution between genders.

This policy is designed to promote and ensure gender equality across all areas of employment, from recruitment to career development, compensation, and work-life balance. Our goal is to foster an inclusive, fair, and supportive work environment for all employees, regardless of gender, age or nationality.

GEP Responsibilities

Until Vaja has an appointed HR manager the CEO is responsible to make sure Vaja follow this GEP.

Recruitment and hiring practices

Each recruitment shall be seen as an opportunity to improve the gender balance.

- **Equal Opportunity:** We commit to ensuring all recruitment and hiring processes are based on merit, skill, and experience, without any bias toward gender.
- **Diverse Candidate Pool:** Job postings will encourage applicants from diverse gender backgrounds. HR and hiring teams will proactively seek out gender-diverse candidate pools for all positions.
- **Inclusive Job Descriptions:** All job descriptions, advertisements, and promotional materials will use gender-neutral language, ensuring they appeal to all genders.

Professional Development and Career Progression

- **Equal Access to Opportunities:** All employees, regardless of gender, will have equal access to training, professional development programs, mentorship, and promotion opportunities.
- **Anti-Discrimination in Performance Evaluations:** Performance evaluations will be reviewed to ensure fairness and absence of gender-based discrimination. Employees will be assessed based on performance, skills, and contributions.
- **Support career advancement:** for all employees.

3. Work-Life Balance and Family Support

- **Flexible Work Arrangements:** Employees will have access to flexible working hours and some remote work options to accommodate personal and family responsibilities. This includes partial work-from-home policies where applicable.
- **Parental Leave:** Gender-neutral parental leave will be provided, ensuring equal access to both parents, regardless of gender. Support will be provided for return-to-work transitions following parental leave.
- **Support for Caregivers:** Employees with caregiving responsibilities (whether for children, elderly parents, or other dependents) will have access to additional support, such as flexible scheduling or emergency leave.

4. Equal Pay and Compensation

- **Pay Equity:** When company exceeds 10 full-time employees, we commit to yearly conducting gender pay audits to ensure that all employees are compensated fairly and equally for comparable roles and responsibilities, irrespective of gender.
- **Merit-Based Rewards:** Salary increases, promotions, and bonuses will be based on merit and performance, with clear guidelines to avoid any form of gender bias in rewards and recognition.

5. Accountability and Monitoring

- **Feedback and Complaints:** Employees will have access to clear channels to raise concerns regarding gender discrimination or inequality. To the extent possible, these concerns will be treated confidentially and addressed promptly.
- **Training and Awareness:** When company exceeds 10 full-time employees, mandatory training will be conducted for all employees on gender equality, unconscious bias, and respectful workplace behavior.

Approved by Vaja AB

Date: 25 October, 2024

By: CEO Henrik Eskilsson