



## Gender Equality Plan (GEP) Hafenstrom AS

Document control  
Version: 1.0  
Date of adoption: 2. January 2025  
Validity period: 2025–2028  
Approved by: Executive Management, Hafenstrom AS  
Public availability: This document is publicly available on [www.hafenstrom.com](http://www.hafenstrom.com)

### 1. Purpose and scope

This Gender Equality Plan (GEP) establishes Hafenstrom AS's formal commitment to gender equality, non-discrimination, and inclusive organisational practices. The GEP applies to all employees, management, board members, consultants, and collaborators, including activities under Horizon Europe and other EU-funded programmes.

The plan complies with Horizon Europe eligibility conditions (General Annexes, Part A) and aligns with Norwegian equality and anti-discrimination legislation.

### 2. Governance and leadership commitment

Hafenstrom AS formally commits to gender equality at all organisational levels. Executive management holds overall responsibility for implementation, monitoring, and review of this GEP. Gender equality objectives are integrated into strategic planning, project governance, and organisational development.

This document is approved by top management and reviewed at least every three years or upon significant organisational change.

### 3. Dedicated resources

Hafenstrom AS allocates appropriate human, organisational, and financial resources for implementation of this GEP. A designated Gender Equality Responsible within management coordinates activities, monitoring, and reporting. Resources include time allocation for data collection, training, awareness activities, and integration into EU-funded projects.

### 4. Data collection and monitoring

Hafenstrom AS collects and analyses sex-disaggregated data in line with GDPR and Norwegian data protection law. Indicators include gender distribution by role and seniority, recruitment and promotion outcomes, participation in decision-making bodies, pay structures, and access to training.

### 5. Training and awareness

Hafenstrom AS provides regular awareness-raising and training activities on gender equality and unconscious bias. These include onboarding materials, management briefings, and integration of gender equality considerations in Horizon Europe project kick-off meetings and governance structures.

### 6. Thematic areas and measures

#### **6.1 Work-life balance and organisational culture**

Hafenstrom AS promotes flexible working arrangements, respects caregiving responsibilities regardless of gender, and maintains zero tolerance for harassment or discrimination.

#### **6.2 Gender balance in leadership and decision-making**

Transparent criteria are applied for leadership roles and project coordination, with monitoring of gender balance in management and EU project governance.

#### **6.3 Gender equality in recruitment and career progression**

Recruitment and promotion processes are competence-based, gender-neutral, and regularly reviewed for bias.

#### **6.4 Gender pay equality**

Hafenstrom AS applies equal pay for equal work or work of equal value and periodically reviews remuneration structures.

#### **6.5 Integration of the gender dimension in research and innovation**

Gender dimensions are assessed and addressed where relevant in research, innovation, data practices, AI systems, and Horizon Europe proposals and deliverables.

## 7. Implementation, monitoring, and reporting

Executive management oversees implementation of this GEP. Progress is reviewed annually and documented internally and, where relevant, in EU project reporting. The GEP is updated based on organisational development and regulatory changes.

## 8. Communication and accessibility

This Gender Equality Plan is publicly accessible on Hafenstrom AS's website and communicated internally to staff and collaborators. It is referenced in Horizon Europe proposals and contractual documentation when required.

## 9. Entry into force

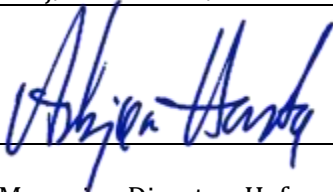
This Gender Equality Plan enters into force on the date of adoption and remains valid until revised or replaced.

*Data is reviewed annually by management and informs corrective actions where imbalances are identified.*

Approved on behalf of Hafenstrom AS

Date: 2. January 2025

Name: Asbjørn E. Hovstø

Signature: 

Title: Managing Director, Hafenstrom AS

### Compliance statement

This Gender Equality Plan fulfils all mandatory eligibility requirements, including:

- Public availability
- Dedicated resources
- Sex-disaggregated data collection and monitoring
- Training and awareness activities