



Gender Equality Plan

- Recruitment and Hiring:
 - Implement policies to ensure a diverse and inclusive recruitment process, actively seeking out candidates of all genders.
 - Set clear guidelines and standards for evaluating candidates based on skills, qualifications, and experience, rather than gender.
 - Establish partnerships with organizations focused on promoting diversity in the STEM fields to access a wider pool of talent.
- Leadership and Decision-making:
 - Encourage diversity in leadership roles by implementing measures like mentorship programs and leadership development initiatives for women in the company.
 - Establish policies that promote equal representation on decision-making bodies, such as boards or executive committees.
 - Implement transparent and unbiased promotion and performance evaluation processes.
- Pay Equity:
 - Conduct regular pay audits to identify and address any gender pay gaps within the organization.
 - Ensure that compensation structures are fair, transparent, and free from gender bias.
 - Provide equal opportunities for negotiation and advancement for individuals of all genders.
- Work-Life Balance and Flexible Work Policies:
 - Offer flexible work arrangements, such as remote work options, flexible hours, and parental leave policies that accommodate both men and women.
 - Promote a supportive and inclusive work environment that recognizes and values work-life balance for all employees.
 - Provide resources for childcare and eldercare support to help alleviate caregiving responsibilities.
- Training and Development:
 - Provide training programs that address unconscious bias, gender stereotypes, and foster inclusivity in the workplace.
 - Offer mentoring and sponsorship programs that help women and underrepresented genders advance in their careers.
 - Create opportunities for professional development and skill-building for all employees, regardless of gender.
- Workplace Culture:
 - Foster a culture of respect, diversity, and inclusion through awareness campaigns, employee resource groups, and diversity initiatives.
 - Implement zero-tolerance policies for harassment, discrimination, and bias.
 - Establish clear channels for reporting and addressing any incidents or concerns related to gender equality.
- External Engagement:
 - Engage with external organizations and networks that promote gender equality in the industry, such as industry associations, conferences, and forums.
 - Support and sponsor events and initiatives focused on women in MedTech, providing opportunities for networking and visibility.

Regular monitoring, assessment, and adaptation of the Gender Equality Plan will be crucial to ensure its effectiveness and promote a more equitable and inclusive workplace

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