



Gender Equality Plan

Baltic Energy Innovation Centre strives to be an organisation that is gender equal, free from discrimination and works to promote the equal rights and opportunities of members, employees and project partners, regardless of their background, sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or other factors not connected with merit and skill.

Any violation to this policy should be reported to the Executive Managing Director. The Executive Managing Director will contact the one who violated the policy within 5 working days to ensure that the meaning of the policy is understood. If this doesn't help and the violations continues, the Executive Managing Director will bring it up during the association's board meeting. Members who repeatedly violate the policy are subject to exclusion from the association.

The Executive Managing Director collects and monitors sex/gender disaggregated data on personnel, and reports data annually to the board.

It is the responsibility of the Executive Managing Director to ensure raised awareness on gender equality and unconscious gender biases for the employees, and stay updated on the subject through trainings and literature.

The Gender Equality Plan will be updated in relation to the Annual General Meeting to ensure that each member is aware of it.

This Gender Equality Plan was adopted by the members in relation to the Annual General Meeting on the 14th of May 2023.

Lund, 18.05.2023

Jörgen Held, PhD
Executive Managing Director
Baltic Energy Innovation Centre

Baltic Energy
Innovation Centre
www.beic.nu