

# Gender Equality Plan

## for Santa Anna IT Research Institute AB (Santa Anna)

Version March 14, 2023

Santa Anna is a non-profit research institute, registered in Sweden in 2021, with corporate id no 559318-4152, with primary goal of performing basic research, applied research, or experimental developments related to information technology and related areas. The institute shall disseminate its results through teaching, publications or technology transfer. If there is profit created from the institute operation this shall not be given as a dividend to the shareholders, instead it should be used within the institute for competence development, investments in new technology, acquisition of efficiency enhancing work aids or in some other way be used to strengthen the institutes resources. The institute should strive for collaboration with nearby universities as well as international collaboration.

Santa Anna is committed to the promotion of equality of opportunity in respect of religious belief, political opinion, race, disability, age, sex, pregnancy and maternity, sexual orientation, married or civil partnership and gender reassignment.

In line with this commitment, we have developed this Gender Equality Plan, which is a voluntary initiative designed to ensure that Santa Anna's employment and service provision policies meet legal requirements across all equality categories.

We will also seek to promote good practice across the range of our policies and in respect of all equality categories. The Plan will build on existing equality work undertaken by Santa Anna and assist in meeting future equality requirements.

The Plan is designed to be flexible, possible to be revised in the future. It is recognized that the timescale of the plan may have to be amended in accordance with other work priorities and available resources.

The Plan will be evaluated regularly and updated if needed.

Santa Anna will provide the resources to ensure the implementation of the Plan. The Plan will be integrated into our existing corporate planning and performance management processes. Further objectives relating to equality will be integrated into the personal performance plans of managerial staff.

1. Work-life balance and organizational culture.
2. Gender balance in leadership and decision-making.
3. Gender equality in recruitment and career progression.
4. Integration of the gender dimension into research and teaching content.
5. Measures against gender-based violence including sexual harassment.

The Plan will be implemented as actions within the following areas:

### **1 Recruitment processes**

In recruitment processes, particularly in male-dominated areas such as information technology:

- Regarding the shortlist of candidates created during recruiting, make it longer to possibly include one or more women.
- Use structured interviews which means that the same questions are asked to all candidates.

- Ask candidates to perform actual tasks or similar tasks that they would be expected to perform in the role they are applying for. Try to use their performance on those tasks to assess their suitability for the role.

## **2 Salary negotiations**

In salary negotiations perform the following:

- Try to remove the gender pay gap and be transparent about wages.
- To clearly communicate the salary range on offer for a role to encourage women to negotiate their salary. This helps the applicant to know what they can reasonably expect.

## **3 Working options**

Regarding work options, offer a number of options:

- Offer flexible working options such as part-time or full-time work, remote working, etc.
- Help to make work life balance a priority for both men and women.

## **4 Mentoring**

Offer a mentor to provide guidance and advice.

## **5 Leadership**

Offer participation in a leadership program:

- To offer leadership development program to teach important qualities including management skills and self-confidence.

## **6 Violence and sexual harassment**

Regarding violence and sexual harassment:

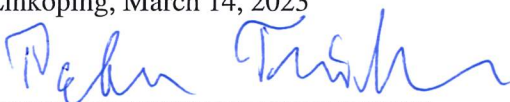
- Inform and educate employees about zero-tolerance in these matters.
- Have a clear instruction about how to report matters, what happens afterwards, and what support is available.

## **7 Integration of the gender dimension into research and/or teaching content**

The topics that our organization Santa Anna is working with are science, technology, and engineering related, that appear to be gender neutral. Instead we will consider questions such as the following, where we will prioritize sustainability and addressing societal needs:

- Whose interests and needs are served with the research?
- Who will be the users of the knowledge that is to be produced?
- Who can benefit and in which way from the research?

Linköping, March 14, 2023



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Peter Fritzon, Vice CEO of Santa Anna