

# Gender Equality Plan

## Introduction

Plexigrid was born of the belief that electrical systems can be optimized by orchestrating the different actors, allowing a larger penetration of distributed resources within the existing infrastructure. This optimization will enable a faster, more affordable energy transition, facilitating the electrification of society.

Social sustainability is one of the key components of this transition, which requires systematic work on gender equality and diversity. In practice, this work means having internal structures in place that ensure equal opportunities regardless of gender and that the gender dimension is taken into account in all areas of the organization.

This document aims to outline the organization's objectives and ongoing work on gender equality and diversity, thus constituting the organization's Gender Equality Plan (GEP).

Plexigrid's work on gender equality and diversity has previously been embedded in informal structures within the organization. In 2023, an initiative was launched to further develop gender equality work, from informal to formalized and systematized approaches.

Initially, a survey and current situation analysis were carried out to ensure that the goals and activities developed reflect the organization's needs and capacity. The survey resulted in two focus areas, which form the basis for the organization's gender equality work in the coming year.

The focus areas can be seen as a steppingstone towards a more systematic approach to gender equality, where both current gender equality practices and newly developed methods can take place.

The focus areas for 2023/2024 are:

1. Further development of the organization's systematic gender equality work
2. An inclusive and safe organizational culture

The Board of Directors is responsible for the compliance, evaluation, and further development of the gender equality plan. An evaluation of the plan is carried out every two years, the next time in autumn 2024.

### **Area 1: Further development of the organization's systematic gender equality work**

Overall objectives for 2023/2024:

1. The organization continues to formalize and systematize gender equality work and backs up its ambitions with concrete procedures and working methods.
2. Gender disaggregated statistics are collected during the year as a basis for evaluation and revision of the gender equality plan and objectives.

## Activities 2023/2024

Area 1: Systematic work on gender equality		
Activity	Description	Objectives
Training / seminars	In spring 2024, training and seminars on gender equality and equal treatment will be organised.	1
Resourcing	Real resources are continuously put in place to ensure compliance, evaluation and development of the gender equality plan.	1
Evaluation and development of the gender equality plan	In autumn 2024, the equality plan and its objectives will be evaluated and the objectives of the equality plan will be further developed and deepened.	1 & 2
Collection of statistics	Gender-disaggregated statistics are collected continuously throughout the year and are summarised for the evaluation. Statistics in the following areas are collected:  1. Proportion of men and women in the organisation (board, management team, employees and full-time consultants), collected by seniority level.  2. Salary statistics measuring gender and seniority level.	1

**Area 2: An inclusive and safe organisational culture**

Overall objectives for 2023/2024:

1. Procedures and measures for harassment and abuse are developed, communicated and made available in the organization.
2. Skills enhancement initiatives in the area of gender equality and inclusion are implemented and accompanying tools and methods are made available in the organization.
3. Employees in the organization perceive their working environment as healthy, welcoming, and inclusive.
4. Employees within the organization are familiarized with the appropriate procedures to follow in the event of encountering instances of abuse or harassment.

## Activities 2023/2024

Area 2: An inclusive and safe organisational culture		
Activity	Description	Objectives
Training of key staff	Key personnel in the organisation attend at least one training session on gender equality with a focus on treatment and culture in spring 2024.	2 & 3
Procedures for harassment and victimisation	Procedures and measures for harassment and victimisation will be developed in June 2023.	1, 2, 3, 4

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Alberto Mendez, CEO

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 14/04/2023 con un  
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 por AC FNMT  
 Usuarios