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Gender Equality Plan (GEP)

Introduction

WeLOOP is an independent SME specialized in understanding, assessing, and improving the environmental, social, and economic performance of products, services, processes, organizations, and regions. WeLOOP's mission is to create "sustainable value" and move towards a circular economy. A sustainable society must entail well-functioning and pro-active work with gender equality.

Gender equality work can include both working for equal opportunities in the organization for all genders and the integration of gender perspectives in research, which can improve the quality of R&I and its future benefits. In short, gender equality work and gender analyses help to make gendered structures that affect and shape organizations, societies, and phenomena visible.

This document summarizes the gender equality work at the WeLOOP's Gender Equality Plan (GEP) in line with the requirements of the European Commission's Horizon Europe framework.

This document is accessible on WeLOOP's public website. In addition, this and further information are disseminated within the organization through internal web pages and internal fora.

What is a GEP?

Within the Horizon Europe framework (2021-2027), the European Commission addresses issues on gender equality by, for example, introducing Gender Equality Plans (GEPs) as an eligibility criterion for applying to organizations. In addition to having a GEP in place, the gender dimension shall be integrated into research and innovation; a target is set for 50% women in Horizon Europe-related boards, expert groups, and evaluation committees; and gender balance within research groups will be a ranking criterion for proposals otherwise ranked similar.

Gender Equality Work at WeLOOP

WeLOOP works for increased gender equality within a number of different areas.

WeLOOP works against discrimination and harassment in the workplace in accordance with national legislation such as the Discrimination Act (2008:567). This work includes "Active Measures", i.e., prevention and promotion measures aimed at preventing discrimination and serving in other ways to promote equal rights and opportunities. It focuses on seven grounds of discrimination: gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, and age. This includes measures aimed at promoting equality between women and men, measures against gender-based violence, including sexual harassment, and performing an annual salary survey. The work with Active Measures at WeLOOP takes place in collaboration with local trade unions.

Our work against discrimination and harassment through Active Measures means that we conduct preventive and promotional work which includes arrangements for data collection and monitoring. We:

- Continuously work with working conditions by annually following up and investigating whether there are risks of discrimination; in areas of working conditions, salaries and terms of employment, recruitment and promotion, education and skills development, and parenting, based on the grounds of discrimination. We analyze the reasons behind detected risks, take action to prevent the risks, and evaluate the work.
- Conduct Annual Systematic Pay analysis to detect and remedy any unreasonable wage differences based on gender, in equal and equivalent jobs.
- Conduct an Annual Employee Survey, which includes subjects relating to discrimination and harassment based on the grounds of discrimination. The results are followed up in each unit, team, and company-wide, and action plans are made for issues that arise.

We promote an even gender distribution in different types of work, within different categories of employees and in leading positions, through education and competence development and by paying regard to even gender distribution when recruiting.

WeLOOP's Work Environment Policy includes zero tolerance toward abusive treatment such as discrimination, bullying, or harassment. Furthermore, we have guidelines and routines for how to proceed if an employee has been subjected to harassment, discrimination, or discriminatory treatment.

WeLOOP's Code of Conduct is based on the ten principles of the UN Global Compact. It governs WeLOOP's conduct in relation to our employees, suppliers, business partners, and other stakeholders. WeLOOP works in accordance with the UN's Guiding Principles on Business and Human Rights. Gender in work-life balance and organizational culture at WeLOOP is covered in our Code of Conduct, stating that "We promote diversity and non-discrimination. WeLOOP is an inclusive workplace and provides employees with equal rights and opportunities regardless of gender, religion, age, disability, sexual orientation, nationality, political opinion or outlook, trade union membership, social and ethnic origin. At WeLOOP, it is important to have a balance in one's life – in regard to both private time and working hours, and this must be respected".

At WeLOOP, it should be possible to combine work and parenthood, regardless of gender. WeLOOP offers all employees flexible work hours and the possibility of extended shortened working hours for parents until the child reaches the age of 5 and parental leave compensation supplement according to the collective agreement.

Annual review

Annual reviews with progress reports and planning for further activities will be conducted. The progress reports will be published on weloop.org.

Responsible units and Contact persons

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Signature

Date 05/08/2022

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