



GENDER EQUALITY PLAN OF SKYFORA LTD

Abstract

This document contains the Gender Equality Plan of Skyfora

Hurricane Unwinder Oy Ab (Doing business as Skyfora)
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Gender Equality Plan of Skyfora

This gender equality plan states Skyfora's goals and methods to ensure that gender equality is fulfilled and promoted within Skyfora. The plan has been created in accordance with of the Finnish Act on Equality between Women and Men (in Finnish: Laki naisten ja miesten välisestä tasa-arvosta 609/1986). The plan is periodically re-evaluated.

Skyfora supports and promotes an equality-based organizational culture, where everyone is treated equally, respectfully and inclusively, regardless of their background. Measures to promote gender and social equality are emphasized in all processes including recruitment, career progression and training.

The Skyfora Code of Conduct states that any discrimination against employees on the basis of age, gender, origin, sexual orientation, political activity or any other reason is not accepted. The Code of Conduct has been clearly communicated to everyone working at Skyfora.

As a small company, Skyfora's gender equality issues are handled as a part-time dedicated resource of the code of conduct and gender equality committee consisting of two members, who are the dedicated part-time resource for the matter. The long-term plan of Skyfora is to grow the company and have a dedicated full-time resource for gender equality. The long-term plan is also to join organizations promoting gender equality.

The exact measures, activities and policies are elaborated below.

Skyfora collects data on and monitors sex/gender disaggregated data on its personnel.

Data collection and monitoring is done regularly following the requirements and demands of the EU GDPR. The collected data comprise:

- The share of men and women at Skyfora
- The share of men and women in different personnel groups (management, employees, students/interns)
- The share of employees and managers from other countries than Finland
- The average age of employees and managers
- Statistics on equal pay
- Work-life balance and organisational culture as measured subjectively

Work-life balance and organizational culture are important parts of a striving company and these issues are actively considered in company strategy as well as in informal and formal discussions between management and employees, including at onboarding and development dialogues.

Skyfora provides maternity and paternity law as defined by Finnish law and strives to be a flexible employer to facilitate family life in general. If an employee's child below 10 years of age falls suddenly ill, the employee is entitled to temporary child-care leave, with extensions and limits as defined by law.

Gender-sensitive communication is encouraged and use of discriminatory, belittling or offensive language is prohibited.

Skyfora strives to be a gender-balanced company, where career progression and decision-making is equally accessible regardless of gender as well as more widely. Skyfora's goal is to attract top talent regardless of gender or any other aspect irrelevant to the job. Recruiters are instructed to evaluate candidates purely based on competence and pre-defined key competences and criteria and to be aware of any possible conscious or subconscious biases. In all recruitment trainings, such bias awareness and correction is highlighted, and gender and social equality promoted.

As an immediate remedy to Skyfora's gender balance, at the time of writing in summer 2022, several female executives are being interviewed to add another female board member to Skyfora's board of directors.

Skyfora does not tolerate any discrimination, bullying or harassment in the workplace. Skyfora as an employer has a legal obligation to address discrimination in the workplace. Skyfora strongly condemns gender-based violence and sexual harassment. In order to prevent harassment and to facilitate intervention, a code of conduct has been created and communicated to everyone at Skyfora. It is encouraged to contact the committee for the code of conduct in case of any experienced harassment or discrimination.

Skyfora is planning to organize training on gender equality and preventing discrimination and harassment within the current year. The training will develop tools for inclusive recruitment and selection, onboarding and communication and getting rid of any conscious or subconscious gender or other biases.