

Equality plan

IWEN Energy Institute gGmbH

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1. Introduction

IWEN Energy Institute gGmbH has prepared this equality plan in accordance with the obligation set by the Equality Act (https://commission.europa.eu/aid-development-cooperation-fundamental-rights/your-rights-eu/know-your-rights/equality/non-discrimination_en). The goal of the Equality and Equality Act is to prevent discrimination based on gender and age and to promote equality between employees.

In the equality plan drawn up at IWEN Energy Institute gGmbH, measures to promote equality have been recorded and their implementation, responsible persons and monitoring have been agreed upon.

The equality plan is valid from 1 January 2023 to 31 December 2024, after which the equality working group will assess its implementation and update the plan. The equality working group consists of the two staff members representing all genders.

2. Management's commitment to promoting equality

IWEN Energy Institute's management has approved the equality plan and has committed its part to implementing the equality plan.

3. Objectives and measures

3.1. Employment

Job-specific goal: We act in such a way that applicants for open positions are treated equally.

Measures: All jobs are open to all genders and all ages. The most important factors in selection are the person's qualification, education and previous experience. The application process does not ask for date of birth, gender or citizenship, as these are not relevant for the job being applied for.

Responsible person/s: Recruiting supervisors and Managing director

Timetable: Continuous monitoring

Monitoring: We monitor with the help of statistics

3.2. Equal distribution of work tasks

Workplace-specific goal: Each employee has suitably challenging and appropriately sized tasks and a sense of control over their own work.

Procedures: Supervisors and the Managing Director monitor each employee's workload regularly in job coaching and development discussions. As a company, IWEN Energy Institute encourages its employees to develop in their work, considers people's differences and takes care of employees' learning and development opportunities and well-being at work. Supervisors support and encourage the employee in everyday work, and when challenges or problems arise, they intervene as early as possible.

Responsible person/s: Supervisors and/or Managing Director

Timetable: Continuous monitoring

Follow-up: We follow up daily through normal interaction and annually in development discussions.

3.3. Training

Workplace-specific goal: We make sure that all employees have equal access to training.

Procedures: Every employee of IWEN Energy Institute must have equal opportunities to train and develop themselves. The managing director has a training budget at his disposal and is responsible for the equal distribution between the groups. In accordance with the current development discussion model, an annual learning plan is agreed upon for each employee, the implementation of which is monitored in discussions between the managing director and the employee.

Responsible person/s: Employees and/or Managing Director

Timetable: Continuous monitoring

Follow-up: We follow up in development discussions annually

3.4. Career progression and versatility of work tasks

Job-specific goal: IWEN Energy Institute wants to ensure equal opportunities for those working in all positions to apply for and be selected for open positions. The goal is to enable employees' professional development and encourage them to lifelong learning. The goal is that employees of different genders and ages work equally in different positions.

Procedures: All employees of IWEN Energy Institute have the opportunity to apply for open positions in the company, and when making choices, the most suitable and qualified applicant is selected. In the situation of two equally qualified applicants, the representative of the minority gender is given priority, while attention is paid to the age of the applicants in a way that promotes equality and balance in terms of the company's age distribution.

Responsible person/s: Employees and/or Managing Director

Timetable: Continuous monitoring

Monitoring: We monitor with the help of statistics.

3.5. Equal pay

Job specific goal: IWEN Energy Institute pays equal pay for equal work.

Measures: It will be ensured that employees of different genders, different ages and experience backgrounds receive the same salary for work of equal value. The Managing Director develops salary statistics in such a way that they can be used to systematically monitor the salary development of employees.

Responsible person/s: Managing Director

Schedule: Continuously monitored and statistics produced annually

Follow-up: The Managing Director reviews annually in connection with the salary review round.

3.6. Reconciliation of working life and private life

Workplace-specific goal: To make it easier for employees to reconcile work and private life, if necessary, with flexible work arrangement. Flexible work arrangements mean the possibility of part-time work on a fixed basis, remote work and unpaid time off for personal reasons. Employees of different genders and different ages are in the same position when it comes to reconciling work and private life.

Procedures: IWEN Energy Institute has clear instructions for staff on flexible work arrangements, personal unpaid leave, remote work and how to act in these situations in practice. All company employees are aware of the guidelines.

Responsible person/s: Managing Director

Timetable: Continuous monitoring

Monitoring: Monitored annually by the Managing Director

4. Monitoring

The implementation of the measures recorded in the equality plan is monitored and evaluated by the equality working group. The equality plan is updated every two years by the equality working group.

5. Background statistics

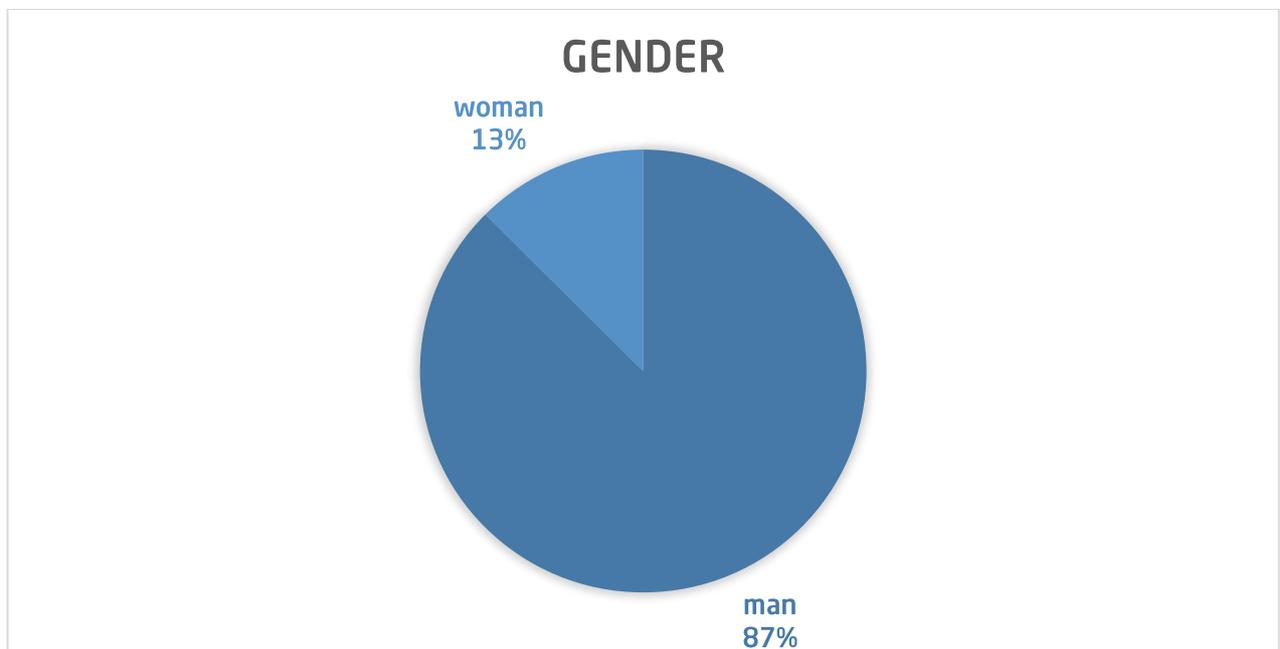


Figure 1: IWEN Energy Institute staff by gender

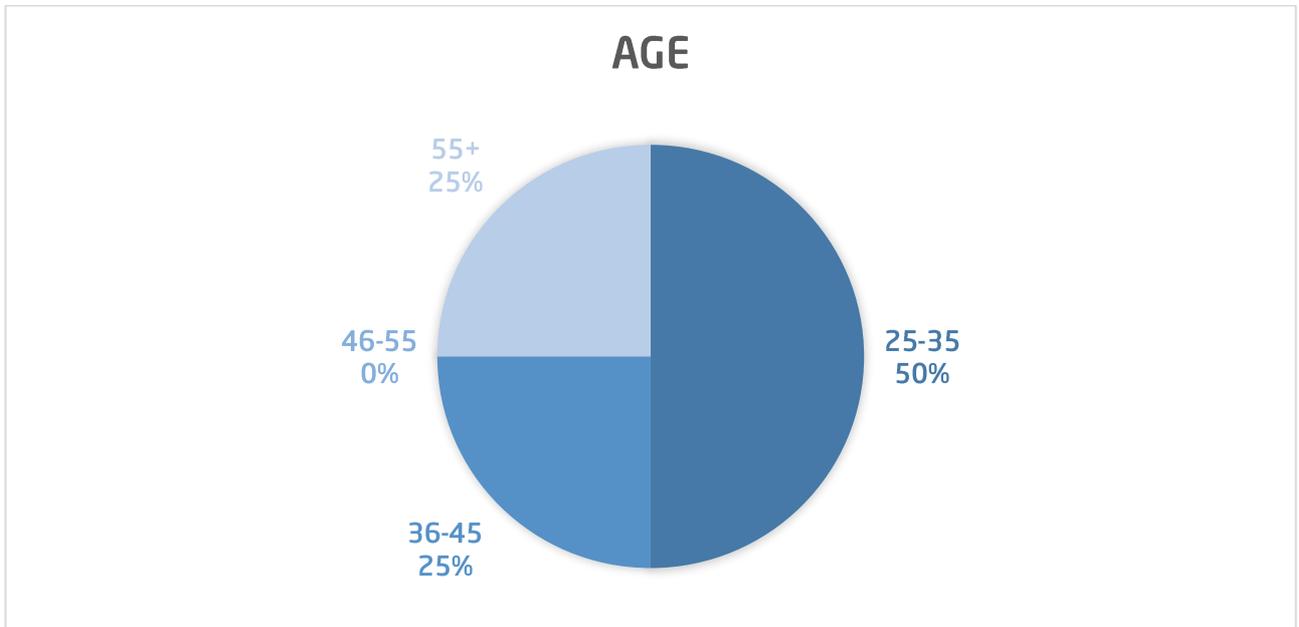


Figure 2: IWEN Energy Institute staff by age group

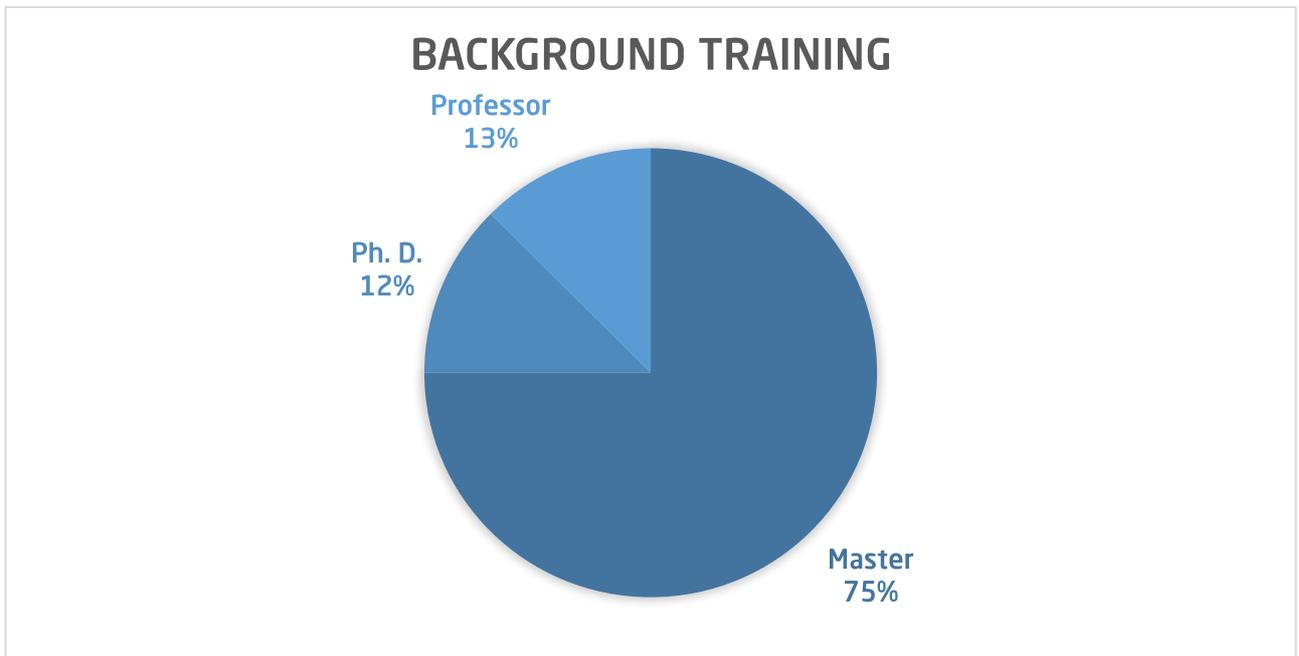


Figure 3: IWEN Energy Institute personnel background training