



## Gender Equality Plan (GEP) – DABCE AB

At DABCE AB, we are committed to fostering a workplace that promotes gender equality, diversity, and inclusion across all levels of our organization. Our Gender Equality Plan is a public commitment to advancing equal opportunities and eliminating gender-based barriers in the workplace and beyond.

### 1. Commitment and Visibility

This plan is endorsed by senior management and publicly available on our website. It reflects our dedication to creating a fair and inclusive environment for all employees, regardless of gender identity.

### 2. Resources and Responsibility

We have appointed a Gender Equality Officer responsible for overseeing the implementation of this plan. Adequate resources are allocated to support gender equality initiatives, including training, data analysis, and policy development.

### 3. Data Collection and Monitoring

We collect and analyze gender-disaggregated data on recruitment, pay, promotions, and leadership roles. This data informs our actions and helps us track progress toward gender balance and equity.

### 4. Training and Awareness

All staff receive regular training on gender equality, unconscious bias, and inclusive leadership. We also integrate gender-sensitive practices into our recruitment and performance evaluation processes.

### 5. Strategic Objectives

- Promote gender balance in technical and leadership roles.
- Ensure equal pay for equal work.
- Support work-life balance through flexible working arrangements.
- Encourage inclusive language and behavior in all internal and external communications.

This plan will be reviewed annually to assess progress and identify areas for improvement, ensuring that gender equality remains a dynamic and integral part of our company culture.

A handwritten signature in black ink, appearing to read 'David Stenman', with a long horizontal flourish extending to the right.

David Stenman, CEO