



Gender Equality Plan

Laki Power | 2024-2027

Company

Laki Power ehf.

Address

Vatnagarðar 14, 104
Reykjavik, Iceland

Introduction

At Laki Power, gender equality is a core value that drives our innovation and success.



Laki Power is committed to fostering an inclusive workplace where all individuals, regardless of gender, are empowered to contribute and succeed. We believe that diversity strengthens our ability to innovate, problem-solve, and grow.

This Gender Equality Plan (GEP)

outlines the steps we will take to ensure that equal opportunities are embedded throughout the organization, from leadership roles to everyday operations.

As we navigate a traditionally male-dominated industry, we are committed to breaking down barriers and promoting balanced representation across

all levels. This plan serves as a guide for the next three years, outlining our key focus areas and actions that will help us build a more inclusive and supportive workplace.

This document is a living plan and will be reviewed regularly to reflect new insights, challenges, and employee feedback.

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Laki Power remains open to suggestions from our team and external stakeholders to continuously improve our gender equality efforts. As we move forward, this plan will evolve to meet the changing needs of our workforce and the broader industry.

Our Statement

Laki Power is dedicated to ensuring equal opportunities for all genders, fostering an environment where everyone can thrive.

Commitment to Gender Equality

The promotion of gender equality and equal opportunities has been a central value at Laki Power since the company's inception. From the start, we have been proud to have a woman as the chairperson of our board of directors. **Currently, 33% of our board members and 20% of our staff are women, and we are committed to further advancing gender balance across all levels of the organization.**

“From the start, we have been proud to have a woman as the chairperson of our board of directors.”

We believe that gender equality is integral to our long-term success and growth, and we consider it a part of our everyday work. By fostering an inclusive environment, we ensure that all employees, regardless of gender, have the opportunity to thrive and contribute to Laki Power's mission.

Inclusive Workspace Culture

As we operate within a male-dominated industry, we recognize the challenges that gender-diverse individuals may face. To continue progressing gender equality, we aim to challenge the underlying beliefs and attitudes that hinder progress. Our focus will be on promoting workplace flexibility and finding innovative solutions to overcome the barriers that diverse gender identities encounter.

This Gender Equality Plan acknowledges that “gender equality is about non-discrimination and the protection of fundamental human rights.” We also recognize that gender is non-binary and that various gender identities, including LGBTI+, often face systemic discrimination and bias.

Laki Power stands firmly in support of equal rights and fair treatment for all, including those within the LGBTI+ community, and we remain dedicated to building an inclusive workplace for everyone.

Strategic Context



Laki Power is a tech startup specializing in power line monitoring and surveillance solutions, with a team of 10 people. As a company operating in a traditionally male-dominated industry, we understand the critical role gender diversity plays in driving innovation and success. Though small, we are committed to fostering a gender-balanced workplace, with a focus on leadership and technical roles.

We recognize that creating a flexible and supportive working environment is key to achieving this goal. Laki Power offers flexible working hours and arrangements, which allow our employees to balance professional responsibilities with personal commitments. This flexibility is central to our company culture and reflects our commitment to supporting all employees, particularly those who may face unique challenges in managing both work and family life.

While we have not yet formalized partnerships, we are actively exploring

collaborations that will further our efforts to increase gender diversity and promote equal opportunities. Our recruitment process is designed to attract more female talent, and we are working towards establishing mentorship and leadership programs to support women in technical roles.

We acknowledge that shifting the gender balance within the company and the industry requires ongoing effort. Our approach focuses on creating sustainable cultural change rather than setting rigid quotas, ensuring that all employees—regardless of gender—are given equal opportunities to grow and succeed. By fostering a workplace where diversity is celebrated and flexibility is ingrained, we aim to build a fair and inclusive environment for everyone at Laki Power.

This Gender Equality Plan outlines the strategic actions we will take to empower diverse talent and advance towards a more inclusive future.

Objective & Scope

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to integrate gender diversity into all organizational practices.

In parallel, this GEP aims to contribute to advancing gender equality within the technology and energy sectors by ensuring that all projects, research, and programs consider gender diversity and actively promote equality for gender-diverse individuals.

Laki Power seeks to position itself as a leader in promoting organizational change and gender diversity within the industry, setting an example for other companies in the field.



Effective implementation of the plan will require commitment from all staff and organizational support to advance the knowledge and skills necessary for efficient gender mainstreaming in all areas of work.

01. Organization Wide

This Plan applies to all work conducted across the organization.

02. Equality Officer

An Equality Officer has been appointed to oversee the implementation of the Gender Equality Plan.

03. Progress Reporting

The Equality Officer will monitor and report on the progress of implementation to the executive team and will provide an annual report to all Laki Power staff.

04. Training & Support

The Equality Officer will establish mechanisms for building capacity among the staff, including information, training, and technical support necessary to ensure effective implementation of the plan.

Accountability & Responsibility

The GEP has been approved at a senior level, and the Equality Officer is responsible for ensuring it is communicated to all staff.

1

Ratification

The Equality Officer has the responsibility to ensure that all employees are aware of the Gender Equality Plan and to initiate corrective action when discrimination is observed or reported.

2

Communication

While on duty, the Equality Officer monitors the situation and keeps the plan regularly updated to accommodate new actions and developments.

3

Monitoring

The Equality Officer is expected to collect data disaggregated by gender and other relevant variables, reviewing and reflecting on gender aspects within respective areas of work. This ensures the integration of gender considerations across all of Laki Power's operations.

4

Data Collection

The Equality Officer will collect and analyze gender-specific data to track progress and ensure the effectiveness of the Gender Equality Plan.

Our Key Focus Areas

The equality plan identifies four areas for focused attention that will enable strategic and sustainable change at Laki Power. The plan will help us, over the next 3 years, to navigate and accelerate the gender equality journey that Laki Power must take in order to improve its performance.



01 — Organizational Culture & Work-Life Balance

Fostering an inclusive organizational culture that supports a healthy work-life balance for all employees, recognizing the unique challenges faced in a tech-driven industry.



02 — Gender Representation in All Roles

Promoting more balanced gender representation, especially in leadership and technical roles, as well as in recruitment, career development, and industry events.



03 — Addressing Gender-Based Harassment

Preventing and addressing sexual and gender-based harassment, ensuring a safe and respectful workplace for everyone.



04 — Integrating Gender into Training & Development

Ensuring that gender considerations are integrated into all training, education, and internal development initiatives to promote long-term diversity and inclusivity.

01 — Organizational Culture & Work-Life Balance

Promotion and support of an organizational culture and working environment that is inclusive and fair to all genders, enabling flexible work arrangements that allow employees to balance professional and personal responsibilities.

Strategy:

The Equality Officer will oversee, monitor, and promote the implementation of the Gender Equality Plan and ensure its alignment with company values.

Promote Laki Power's image as an inclusive organization that values diversity and supports all employees.

Integrate gender inclusion into the company's planning and strategic initiatives.

Regularly review flexible work policies to ensure they meet the needs of all employees.

Diagnose and support the needs of employees returning from parental leave, offering assistance to ease their transition back to work.

Ensure all employees are familiar with the Gender Equality Plan and related policies through training and internal communications.

Measure of Success:

- ✓ Incorporate gender equality objectives into Laki Power's strategic planning.
- ✓ External communication of Laki Power's support for gender equality, including public statements and initiatives.
- ✓ Conduct annual employee surveys (including consultants and interns) with a target of at least 80% satisfaction related to gender experiences in the workplace, including workplace culture, harassment, discrimination, and management practices.
- ✓ Consult with employees and publish survey results as part of ongoing gender equality efforts and the next Gender Equality Plan.
- ✓ Establish family-friendly policies that promote work-life balance.
- ✓ Implement and offer flexible working hours and methods tailored to individual needs.

02 — Gender Representation in All Roles

Promoting equal access and balanced participation of all genders in leadership, recruitment, career progression, and events at Laki Power.

Strategy:

- Increase representation of gender-diverse individuals in senior positions and leadership roles.
- Review the workforce planning process to ensure gender equality objectives are included.
- Engage key stakeholders and decision-makers in promoting gender equality.
- Promote gender-inclusive, bias-free recruitment, career progression, and evaluation policies.
- Ensure balanced gender representation at events hosted or organized by Laki Power.

Measure of Success:

- ✓ Gender-diverse representation in Laki Power's projects and initiatives.
- ✓ Implement a human resources policy that promotes equal career opportunities for all genders.
- ✓ Provide training and mentorship programs to support employees returning from family-related leave.
- ✓ Include gender awareness in all job descriptions and specifications.
- ✓ Develop recommendations to increase gender balance at events.
- ✓ Use social media and other platforms to create a positive image of Laki Power's successful gender equality practices.

03 — INTEGRATING GENDER IN RESEARCH AND EDUCATION

Promoting the inclusion of gender perspectives in research, training, and educational content at Laki Power to ensure diverse and inclusive knowledge-sharing and innovation.

Strategy:

- Promote the inclusion of sex and gender dimensions in all research content.
- Encourage diversity in research management.
- Integrate a gender perspective in training programs and educational curricula.

Measure of Success:

- ✓ Disaggregate research data (e.g., articles, reports) by sex and gender where relevant.
- ✓ Ensure language and imagery in research materials is inclusive of all genders.
- ✓ Require applicants for funding to consider sex and gender in research and application design where relevant.
- ✓ Provide staff with guides and workshops on integrating gender equality and diversity into training programs and learning activities.
- ✓ Offer specific training courses and materials on gender equality for staff.
- ✓ Ensure that communications about training are inclusive and not gender-specific unless the training is designed for a particular gender.

04 — COMBATING SEXUAL AND GENDER-BASED HARASSMENT

Preserving and promoting the physical and emotional health, safety, and well-being of all employees by addressing and preventing sexual and gender-based harassment and bias at Laki Power.

Strategy:

Educate staff about different forms of bias and strategies to combat sexual and gender-based harassment.

Encourage collective efforts to combat gender bias and stereotypes.

Measure of Success:

- ✓ Provide staff and decision-makers with specific training on combating sexual and gender-based violence, gender equality, and unconscious gender biases (minimum of 1 hour per staff member annually).
- ✓ Measure staff performance in addressing and preventing these issues.
- ✓ Establish reporting mechanisms that allow staff to raise concerns, document, and act on gender-related issues they observe.



Organisation Name: Laki Power ehf.

Chief Executive Officer: Ósvaldur Knudsen

Equality Officer: Haukur Örn Hauksson

Number of Employees: 10

Date: September 2024

Signature:





Empowering Diversity and Fostering Inclusion to Drive Innovation and Build a Sustainable Future at Laki Power.

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