



Karugrid Gender Equality Plan

This is the public gender equality plan of Karugrid Oy.

Version history:

Version 1.0: This is the first version of the document.

1. Introduction

The Karugrid Gender Equality Plan has been strongly inspired by the EU funding requirements, but the topic is of importance also to small companies. For Karugrid addressing the topic acts as an eye opener. It allows us to see possibilities to impact gender equality also with the products and services that we offer. Today this opportunity seems much bigger when compared what we do inside Karugrid.

2. Dedicated resources

In Karugrid gender equality topics are the responsibility of the chairman of the board.

3. Data collection and monitoring

Karugrid collects gender equality related data about internal operations as well as gender equality impacts of projects implemented. This is done in a GDPR compliant manner also in geographies, where privacy related legislation is not available.

KPIs are set and monitored for both types of data.

4. Training

Awareness raising and trainings on gender equality and gender biases is done

- On board level
- Per project

5. Areas to be covered and addressed

[Work-life balance and organisational culture](#)

Karugrid respects personal, cultural and religious differences. Recognizing the inconveniences of global business, Karugrid takes the following measures to improve work-life balance:

- Increasing flexibility on inconvenient calls/conferences by substitute arrangements
- Active workload balancing
- Home office preference



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Gender balance in leadership and decision-making

Karugrid is aware of its current Finnish male dominated structure and actively engaging with advisors and partners that bring cultural and gender aspects into the Karugrid decision making.

Gender equality in recruitment and career progression

When growing the company, gender balance shall be improved.

Integration of the gender dimension into projects

Karugrid prioritizes projects that increase gender equality. Focus is on

- Clean cooking that free African women from collecting firewood to more productive tasks
- Enabling of digital learning environments as part of the clean cooking solutions allowing women and girls to study at home.

Measures against gender-based violence including sexual harassment

In daily business harassment is immediately addressed.

Heikki Almay
Chairman of the board