

GENDER EQUALITY PLAN 2023-2027

CarbonAct AB

Entry into force: September 1st. 2023.

Responsible for maintaining the policy: Johannes Söderberg

INTRODUCTION

CarbonAct AB was founded in 2023 with a visionary goal: to accelerate the adoption of sustainable agriculture worldwide. By enabling farmers to earn an additional income for enhancing soil health on their farmland, CarbonAct has pioneered an automated system to monitor and verify soil carbon uptake. This initiative not only empowers farmers but also addresses the pressing global challenge of climate change.

Leveraging satellite data analysis and state-of-the-art quantification models, CarbonAct has significantly reduced verification costs and has set a benchmark in accurately tracking changes in soil carbon. This global-scale monitoring ensures that farmers, irrespective of their geographical location, are equipped to participate in the carbon credit market, thereby enhancing their soil health and contributing to climate change mitigation.

CarbonAct AB stands at the intersection of advanced scientific research on farming practices and proprietary quantification models. This unique position offers stakeholders in the voluntary carbon market and the GHG accounting industry an unparalleled opportunity to reliably verify changes in soil carbon uptake on farms. Moreover, this is achieved at a fraction of the current costs, paving the way for a new supply chain of high-quality removal credits.

Being a dedicated actor in the realm of sustainable agriculture, CarbonAct AB boasts collaborations with prominent universities, research institutes, and companies across the globe. These collaborations amplify our reach and impact, ensuring that our solutions are grounded in cutting-edge research and global best practices.

Our value proposition revolves around knowledge transfer, incubation of innovative solutions, a relentless drive for technological advancements, and an agile approach to market dynamics, mirroring the agility of a start-up.

The essence of this document, the Gender Equality Plan (GEP), is to scrutinize CarbonAct AB's stance on gender equality and fairness. Through this analysis, we aim to chart out interventions that address any disparities over time. By endorsing this document, the leadership of CarbonAct AB unequivocally expresses its commitment to the GEP's implementation, underscoring our dedication to diminishing potential gender inequalities.

Our overarching mission with CarbonAct is clear: "to turn global farmland into a carbon sink." This mission, combined with our commitment to gender equality, propels us forward, ensuring that we make a lasting impact both environmentally and socially.

GENERAL PURPOSES

CarbonAct AB, as an employer, upholds the values of respect, dignity, and individuality for all its team members, regardless of the nature of their employment or legal relationship with the company. We vehemently oppose any form of discrimination and are steadfast in our commitment to the principles of equal opportunities and equal treatment in every facet of our operations.

In all circumstances, CarbonAct AB prioritizes the well-being and interests of its employees. We strive to establish a work environment that not only adheres to but also amplifies fundamental values. This commitment aligns with the provisions of the Swedish Discrimination Act, which promotes equal treatment and opportunities for all.

CarbonAct AB is fully cognizant of the implications of direct and indirect discrimination, harassment, unlawful segregation, and retaliation. We are unwavering in our commitment to uphold the requirements of equal treatment and diligently enforce its principles.

Ensuring gender equality, gender balance, and diversity in all situations is a responsibility that our management takes seriously and prioritizes.

In our pursuit of fostering an inclusive work environment, CarbonAct AB's management has identified specific groups that may require preferential treatment to ensure equity:

- Female employees
- Employees over forty
- Individuals with reduced working capacity
- Parents with young children
- Single parents
- Employees caring for chronically ill or disabled children

By emphasizing these groups, CarbonAct AB aims to address potential disparities and ensure that every team member feels valued, respected, and empowered in their professional journey with us.

LEGAL BACKGROUND, PROFESSIONAL POLITICAL ANTECEDENTS

Addressing gender inequality is a central objective for businesses and organizations within the European Union. As a mechanism for structural transformation, the European Union recommends and actively champions the development and execution of gender equality plans

(GEPs) in both higher education institutions and businesses. The European Commission's strategy for gender equality in the realm of research and innovation is anchored in three fundamental objectives:

- Advancing equality in professional careers.
- Ensuring gender balance in decision-making processes and bodies.
- Incorporating the gender equality perspective into the content of research and innovation (EIGE, 2016).

In Sweden, gender equality and the mandate to treat all genders with equal regard is enshrined in law, specifically the "jämställdhetslagen" (Equality Act). This commitment aligns with the legal standards set by the European Union and resonates with the principles of pertinent international conventions. Sweden's dedication to these principles is evident across various levels of its legal hierarchy and in its most significant regulated legal domains.

RELEVANT LEGISLATION:

- The Swedish Constitution: It enshrines the principle that men and women shall have equal rights and opportunities.
- Jämställdhetslagen (Equality Act): This act emphasizes the importance of gender equality and outlines the responsibilities of employers to ensure a non-discriminatory work environment.
- Diskrimineringslagen (Discrimination Act): This legislation prohibits discrimination based on gender, transgender identity or expression, ethnicity, religion, disability, sexual orientation, or age. It specifically addresses the illegality of discrimination against individuals and considers any disadvantageous discrimination based on gender as a violation.
- Arbetsmiljölagen (Work Environment Act): This act emphasizes the creation of a safe and inclusive work environment, free from discrimination and harassment.
- Lagen om jämställda löner (Equal Pay Act): This legislation mandates the requirement of equal treatment in determining remuneration for work, ensuring that there is no gender-based wage disparity.

CarbonAct AB is unwavering in its commitment to full compliance with the above provisions, ensuring that our workplace is not only compliant with Swedish laws but also embodies the spirit of equality and fairness they represent.

MEASURES TAKEN TO PROMOTE EQUAL OPPORTUNITIES

Measures enabling reconciliation of work and private life:

- Internal discussions, meetings: CarbonAct AB places a strong emphasis on the quality and efficiency of work. Meetings are organized online whenever feasible, ensuring that those with caregiving responsibilities, be it for children or other family members, can

participate. This approach has proven to be highly effective and greatly motivates our team members.

- Team building trainings, professional days, events: The professional growth of our team and fostering a cohesive team environment are paramount. We organize annual team-building trainings and other motivational, professional programs. These events provide a platform to discuss not only professional tasks but also any challenges that might impede the realization of equal opportunities. We actively consider feedback from our team regarding both work and community life organization.
- Flexible working, home office, part-time option: CarbonAct AB is a staunch advocate for flexible working arrangements. We support remote work for parents with young children, for both men and women, and continuously assist parents returning from parental leave. This approach ensures our team members are content and can deliver their best. While promoting flexibility, we also ensure that business continuity is maintained. Depending on the nature of the work, we facilitate our employees to work from home, providing the necessary tools for the same.
- Support for continuing education: CarbonAct AB's management consistently assesses the learning and training needs of its employees, aligning them with the company's objectives. We enable our employees to partake in further training (e.g., development of professional competencies, language skills, communication, conflict management, etc.). We cover the associated costs to the extent possible and also ensure their participation in conferences, online or in-person lectures/lecture series. Training sessions related to gender equality and unconscious biases are integrated into our annual team-building events.

Fulfillment condition, tasks: Company programs (e.g., professional days) must be planned to be compatible with private life, especially considering the needs of employees with children. If a program extends into a weekend/holiday, participation should be voluntary. The exact dates for programs should be discussed with employees, ensuring decisions accommodate the majority, especially those with families. Employees are expected to communicate any work-related constraints that might affect work organization, such as meetings or deadlines. Necessary tools for remote work (laptop, phone) must be provided. CarbonAct AB allocates financial resources for event costs, infrastructural expenses, and further training, ensuring no undue financial burden is placed on employees.

Responsible: Managing director

Deadline: Employees should be informed of program dates at least three weeks in advance. The deadline for the annual report based on the evaluation of indicators is June 15 of the subsequent year.

Indicators:

- Number of joint programs (team building, company events) implemented in the given year.
- Gender ratio of participants in company-financed training/advancement.

- Number of trainings and awareness-raising activities related to gender equality and unconscious biases conducted in the given year.
- Gender ratio of participants in these trainings.

The annual report based on the aforementioned indicators is prepared by the managing director. The deadline for the report is June 15 of the following year.

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

CarbonAct AB operates with a lean structure, focusing on efficiency and expertise. When selecting our team members, we prioritize professional competence and dedication, irrespective of gender. Our board exemplifies our commitment to gender balance, with a 50-50 gender distribution.

Given the current size and structure of CarbonAct AB, our focus is on creating an environment that promotes gender equality in all aspects. While our team is small, we believe in the principle that every individual, regardless of gender, brings unique insights and value to the table. It is essential to recognize that achieving equality is not just about numbers but about fairness, democracy, quality, and balance. Both women and men should have equal opportunities to contribute, and our work benefits from the diverse perspectives of all genders.

CarbonAct AB organizes its operations through regularly scheduled online meetings. These include weekly meetings with all team members and specific meetings related to individual projects. Our commitment to gender balance is evident in these discussions, ensuring that all voices are heard and valued.

Our internship program is a testament to our dedication to promoting gender balance. We welcome female students from both Swedish and international universities, ensuring that tasks are allocated based on professional and social competencies and interests.

A significant portion of our work, given our focus on sustainable agriculture and soil carbon uptake monitoring, involves field activities. While some of these tasks might be challenging, we ensure that all tasks not requiring on-site field presence are accessible to all team members, regardless of gender.

Fulfillment condition, tasks: As CarbonAct AB grows and if there's a need to expand our team, we will actively seek to onboard colleagues of all genders with the requisite professional competence. Once onboarded, it's imperative to ensure that their perspectives are considered in management and decision-making processes.

Responsible: Executive

Deadline: The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the subsequent year.

Indicators:

- Were there any concerns or feedback regarding working conditions, programs, or events in the given year?
- Were the opinions of all team members, especially those from underrepresented groups, considered in decision-making processes?

SELECTION OF EMPLOYEES AND ENSURING PROFESSIONAL ADVANCEMENT

CarbonAct AB is committed to a fair and unbiased approach when it comes to employee selection. We ensure that:

- Discrimination of any kind is not practiced during the hiring process.
- Abilities and skills are the primary criteria when selecting new employees.
- Employees already engaged in similar part-time roles are given preference for vacant full-time positions.
- To ensure a diverse pool of candidates, CarbonAct AB aims for maximum visibility for job advertisements. When candidates have similar qualifications, preference is given to individuals from underrepresented genders.
- Monitoring of remuneration and other employee benefits is done with a keen eye on gender equality. Employees in similar roles, with comparable responsibilities and employment conditions, receive similar compensation.

In the event of candidates with identical qualifications, it's advised to choose the individual from the underrepresented gender. Monitoring of remuneration and other benefits, including considerations based on flexible employment and/or working hours, is done diligently. Both male and female employees in similar roles, with analogous duties and responsibilities, are ensured equal pay.

Fulfillment condition, tasks: For advertised positions, equal opportunities are guaranteed by defining job requirements based on objective criteria. The professional manager conducting interviews is well-versed in equal opportunity regulations and adheres to the guidelines of this document.

Responsible: Managing director

Deadline: For any new role, the objective system of requirements approved by the management should be available at the time of the job announcement. At least one internal training on equal opportunities should be conducted annually, especially if a new team member has been onboarded. The deadline for the annual report based on the evaluation of the indicators is June 15 of the subsequent year.

Indicators:

- Number of new employees hired in the given year.
- Gender ratio of new hires.
- Number of new appointments and promotions made during the year.
- Gender ratio evolution of new managerial appointments.
- Gender ratio of colleagues who received other forms of recognition.

INCORPORATING GENDER ANALYSIS INTO RESEARCH CONTENT

Diversity in the workplace encompasses a broad spectrum of factors, ensuring inclusivity for everyone regardless of their background (gender, ethnicity, disability, gender identity, sexual orientation, socioeconomic status, age, etc.). CarbonAct AB is committed to creating an environment that accommodates employees with temporary or permanent illnesses or disabilities. We perceive equal opportunity in a broader sense than just the gender issue. Apart from gender, there can be various groups that might face challenges, such as:

- Career starters,
- Employees nearing retirement,
- Individuals from diverse ethnic backgrounds,
- Persons with disabilities,
- Employees raising two or more children under the age of ten,
- Workers responsible for the care of elderly or sick relatives.

It's crucial to analyze the employment conditions of these groups, especially in terms of their remuneration, working conditions, professional growth, training, and benefits related to parenting and caregiving roles. This also includes the company's stated objectives for promoting equal opportunities and the resources allocated to achieve these goals, particularly in terms of training and any employer-organized programs that influence employment conditions.

Fulfillment condition, tasks: CarbonAct AB's management must be attuned to the individual situations and needs of its employees, tailoring working conditions accordingly. The management gathers insights from periodic reviews and, when necessary, engages directly with employees to understand their specific needs and challenges.

Responsible: General manager

Deadline: The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the subsequent year.

Indicators:

- Among CarbonAct AB's employees, how many are women, career starters, nearing retirement, from diverse ethnic backgrounds, have disabilities, are raising two or more children under the age of ten, or are responsible for elderly or sick relatives?

MEASURES TO PREVENT AND TREAT GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

CarbonAct AB unequivocally condemns all forms of violence, whether verbal, physical, or psychological, with a particular emphasis on gender-based violence. We prioritize addressing any such issues that may arise.

All cases will be managed with utmost discretion, adhering to strict personal data and information management protocols. No employee should face any disadvantage or retaliation for reporting perceived or actual grievances to their supervisor. To date, CarbonAct AB has not encountered any incidents related to the aforementioned issues.

Fulfillment condition, tasks: The manager must be approachable and available for any employee wishing to report incidents of gender-based violence. It's essential to discern which cases can be addressed internally and which instances constitute criminal offenses. If required, the affected individual should be provided with necessary legal, medical, or psychological support.

Responsible: General manager

Deadline: Upon receiving a report of gender-based violence or harassment, immediate action is mandated, potentially involving the appropriate authorities. The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the subsequent year.

Indicators:

- Were there any reports or incidents of gender-based violence during the given year?
- Were there any instances of gender-based violence that resulted in a police report during the year?

PROCEDURE TO BE FOLLOWED IN CASE OF VIOLATION OF THE PRINCIPLES OF EQUAL TREATMENT PRESCRIBED BY LAW

If there's any breach of equal treatment principles (such as harassment, illegal segregation, or retaliation), CarbonAct AB ensures avenues for legal recourse. Employees can directly approach the general manager of CarbonAct AB in such instances.

Johannes Söderberg, CEO. 19 Sept 2023

