GENDER EQUALITY PLAN (GEP)

STITKO AS

Period: 2026–2028
Version: 1.0
Date of adoption: 10 October 2026
Responsible person: Anna Vehanen, Chief Executive Officer
Review frequency: Annually

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1. Introduction and Commitment

Stitko AS is committed to promoting gender equality, equal opportunities, diversity, and inclusion throughout its activities and operations.

The company recognises that gender equality is a fundamental human right and an essential element of a fair, innovative, and sustainable working environment.

This Gender Equality Plan (GEP) establishes the principles, objectives, measures, and responsibilities through which Stitko AS seeks to ensure equal treatment and opportunities for all individuals, regardless of gender, gender identity, or gender expression.

Stitko AS is committed to maintaining a working environment free from discrimination, harassment, sexual harassment, and gender-based violence.

This plan is aligned with Norwegian equality legislation and relevant European Union principles, including the European Commission's approach to gender equality in research and innovation.

2. Scope and Objectives

This plan applies to all Stitko AS employees, management, consultants, trainees, and other individuals involved in the company's activities, including international projects and partnerships.

The objectives are to:

- Ensure equal opportunities in recruitment, employment, professional development, and career progression.
- Promote fair and transparent remuneration practices.
- Support work-life balance and family-friendly working conditions.
- Prevent gender discrimination, harassment, and gender-based violence.
- Encourage balanced participation in decision-making and leadership.

- Integrate gender equality considerations into research, education, training, innovation, and project activities.
- Monitor progress and continuously improve equality practices.

3. Leadership and Responsibilities

The Chief Executive Officer has overall responsibility for implementing and monitoring this Gender Equality Plan.

Management shall ensure that gender equality principles are integrated into organisational policies, recruitment procedures, project management, and everyday working practices.

All employees and representatives of Stitko AS are expected to contribute to an inclusive and respectful working environment.

The CEO acts as the designated Gender Equality Officer unless another responsible person is formally appointed.

4. Equal Opportunities in Recruitment and Career Development

Stitko AS applies fair, transparent, and merit-based recruitment and selection procedures.

Recruitment decisions are based on qualifications, professional experience, competence, and suitability for the position, without discrimination based on gender or other protected characteristics.

The company shall:

- Use inclusive and gender-neutral language in job advertisements.
- Provide equal opportunities to applicants of all genders.
- Apply consistent and objective selection criteria.
- Ensure equal access to training, professional development, and career advancement.
- Encourage applications from underrepresented genders where appropriate and legally permitted.

5. Gender Balance in Leadership and Decision-Making

Stitko AS recognises the importance of balanced gender representation in management, decision-making, and organisational development.

The company aims to promote inclusive participation and ensure that individuals of all genders have fair opportunities to contribute to strategic and operational decisions.

When establishing project teams, advisory groups, and working groups, Stitko AS shall consider gender balance alongside professional competence and project requirements.

6. Equal Pay and Working Conditions

Stitko AS is committed to the principle of equal pay for the same work or work of equal value.

Salary and remuneration decisions shall be based on objective and transparent criteria, including responsibilities, qualifications, experience, and performance.

The company shall periodically review remuneration practices to identify and

7. Approval

STITKO AS formally commits to applying this Gender Equality Plan throughout its operations and project activities.

Name: Anna Vehanen

Position: CEO

Date: 10.10.2026

Signature: 