

## Gender Equality Plan for Norsk Medisinsk Syklotronsenteret AS

### Introduction

At Norsk Medisinsk Syklotronsenter AS, we are committed to fostering a culture of inclusivity and equality. With a workforce composed of 50% women and 50% men, and equal representation on the Board, in leadership as well as in pay, we are uniquely positioned to champion gender equality. This Gender Equality Plan (GEP) outlines our strategies to sustain and enhance gender equality in all aspects of our organization. We publish gender data annually in our annual report and will continue to monitor annually.

### Goals of the Gender Equality Plan

1. Maintain gender balance in leadership and workforce composition.
2. Ensure pay equity and transparency across all roles and levels.
3. Promote a culture of inclusion, respect, and equal opportunities for growth and development.
4. Address potential unconscious biases in hiring, promotion, and daily workplace interactions.
5. Foster work-life balance for all employees through equitable policies.

### Key Areas and Initiatives

#### 1. Recruitment and Hiring

- **Objective:** Sustain gender balance in hiring processes.
- **Actions:**
  - Use gender-neutral language in job descriptions and advertisements.
  - Track gender representation in applicant pools and take corrective actions if imbalance arises.
  - Provide unconscious bias training for all hiring managers.

#### 2. Career Development and Promotion

- **Objective:** Ensure equal opportunities for career growth.
- **Actions:**
  - Implement structured, transparent promotion criteria.
  - Monitor and analyze promotion rates by gender to identify and address disparities.

#### 3. Pay Equity

- **Objective:** Maintain and review equal pay practices.
- **Actions:**

- Conduct annual pay audits to ensure parity.
- Publish gender pay gap reports for transparency.
- Provide compensation review training for managers.

#### 4. Work-Life Balance

- **Objective:** Support employees in balancing personal and professional responsibilities.
- **Actions:**
  - Continue to practice flexibility in working hours and remote work options.
  - Provide equal parental leave policies for all genders.
  - Encourage the use of leave policies through leadership modelling.

#### 5. Workplace Culture and Awareness

- **Objective:** Build a respectful and inclusive workplace.
- **Actions:**
  - Organize training on diversity, equity, and inclusion.
  - Celebrate diversity-focused events (e.g., International Women's Day).
  - Create an anonymous reporting mechanism for concerns about gender discrimination or harassment.
  - Conduct employee surveys to assess the inclusivity of the workplace and act on feedback.

#### 6. Monitoring and Accountability

- **Objective:** Track progress and maintain accountability for gender equality.
- **Actions:**
  - Set measurable targets for maintaining and improving gender equality (e.g., survey scores, representation metrics).
  - Publish an annual Gender Equality Report detailing progress and areas for improvement.

#### 7. Research and Teaching Content

- **Objective:** Ensure gender balance and equality in research and teaching
- **Actions:**
  - Analyze research and teaching projects and content to ensure a balance with relationship to gender and quality.
  - Provide unconscious bias training for researchers.

- Ensure gender equality is considered by customers and partners by requesting information prior to any collaboration.

### Action Plan

Timeframe	Action
Months 1-3	Update routines for anonymous reporting mechanism and launch awareness around routines.
Months 4-6	Launch diversity and inclusion awareness campaigns and training programs.
Months 7-12	Evaluate and update reports and analyze developments.
Year 2 Onwards	Review progress, refine strategies, and release annual reports.

### Conclusion

By implementing this Gender Equality Plan, Norsk Medisinsk Syklotronsenter AS reaffirms its dedication to a fair and inclusive workplace. This plan ensures that our current achievements in gender parity are maintained and that we continue to lead by example in promoting equality.



CEO

Thor Audun Saga

24.01.2025