

Gender Equality Plan – RISE PFI AS

Background

RISE PFI is a partly owned subsidiary of the Swedish research institute RISE (Research Institutes of Sweden). RISE has on group level established a Gender Equality Plan (available at <https://www.ri.se/en/about-rise/gender-equality-plan>). Being part of RISE, the Gender Equality Plan for RISE on group level will at all times also be a steering document for RISE PFI.

In addition, RISE PFI has established a specific Gender Equality Plan, described in this document. The Gender Equality Plan has been approved by RISE PFI's management and describes RISE PFI's goals for the institute's work with gender equality, including measures to achieve these goals.

RISE PFI shall contribute to a sustainable societal development through research, development and innovation of novel and sustainable products and solutions for the future biobased society. Our vision is to be an internationally leading innovation partner. In order to reach our vision and fulfill our mission, it is important to have employees that represent a range of experiences. A good gender balance is then an important aspect.

RISE PFI has zero tolerance for all sorts of harassment and has an established routine for whistle blowing. RISE PFI shall have identical treatment for both genders, and will with this Gender Equality Plan continue the institute's work on promoting gender equality at RISE PFI.

Present situation, gender equality

Today, RISE PFI has 27 employees, of which 14 are women and 13 men (52% women and 48% men). The management team at RISE PFI consists of 1 woman and three men (25% women and 75% men).

The research group has 50% women and 50% men, the laboratory group has 60% women and 40% men, and the administration group has 50% women and 50% men. Among the senior research scientists and senior engineers, 50% are women and 50% are men.

The overview given above shows that RISE PFI today has a good gender balance. Since RISE PFI is a small organization, it should be noted that small changes in the organization can give relatively large percentage-wise changes in the gender balance.

Main goals and measures

RISE PFI has the following two main goals for gender equality in the period 2022 – 2024:

- Gender equality shall be visibly integrated in RISE PFIs business operation
- RISE PFI has the ambition to have a gender distribution with a minimum of 40% of each gender

To reach these main goals, the following measures will be taken:

- RISE PFI's Gender Equality Plan shall be publicly available at RISE PFI's web pages
- RISE PFI shall adhere to the at any time applicable Gender Equality Plans for RISE on group level
- RISE PFI's annual reports shall have a separate section covering gender equality
- RISE PFI's gender distribution shall be mapped annually, for all employees, for the research group, for the laboratory group, for the administration group, and for the combined group of senior research scientists and senior engineers
- RISE PFI shall follow training measures related to inclusive research and innovation (to be developed by and made available by RISE as online courses by the end of 2022)
- RISE PFI shall secure that the gender equality perspective is included in employment processes
- Goals and measures will be subject to follow-up annually, at the annual management review of quality assurance and HSE. The Gender Equality Plan shall be evaluated and updated every second year, first time in 2024.