

EVI Policies

EVI GENDER EQUALITY PLAN - DIVERSITY, EQUITY, AND INCLUSION

What is meant by Equality at EVI? Equality means "the state of being equal." It is one of the ideals of a democratic society, and the right to accomplish different kinds of equality, like racial equality, gender equality, or equality of opportunity between rich and poor. The target of this plan is to progress toward the ideal of everyone being truly equal.

EVI works towards this target by promoting equality and combatting discrimination among the associations' employees and stakeholders, both internal and external, regardless of their gender, ethnicity, national origin, language, religion and beliefs, functional abilities, sexual orientation, gender identity and age.

Although different types of discrimination have some common characteristics, there are situations where it can be appropriate to separate out equality as a priority area. Such as gender balance in various positions across the organisation.

Equality is not just a matter of gender balance in numbers, but also one of equal opportunities and the fair distribution of resources. The achievement of equality requires having a long-term, genuine desire to accomplish the goal. Many parties need to be involved and there are many considerations, which need to be taken into account. When we are involved in our everyday work it is easy to quickly lose sight of equality considerations unless targets have been voiced, integrated and responsibilities have been clearly allocated.

This statement addresses the most important challenges involved in EVI's gender equality work during the forthcoming years.

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EVI Finance & HR Director
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EVI's Commitment to Diversity, Equity and Inclusion

EVI values diversity in its organization, recognizing that diversity and inclusion are not only an essential component of equality, but also enhance team and organizational performance.

Therefore, EVI is committed to:

- maintaining a diverse employee base across all operational and managerial levels, including its executive leadership team, where gender parity is actively sought – openly chosen on qualifications only.
- ensuring equity in its human resource management practices including recruitment, remuneration, talent development and promotion.
- enforcing policy on code of conduct - non-tolerance towards discrimination and other forms of social misconduct in the workplace.

Definition of Gender at EVI

EVI is committed to gender equity. It also recognizes that certain definitions of gender are dynamic and change with time and social context. In order to ensure uniform understanding amongst its employees of what is meant by the term “gender” in its policies, EVI agrees to the United Nations-derived definition, where gender refers to the socially constructed characteristics of people - It varies from society to society and can be changed. ¹

Gender Balance

EVI aims to achieve gender balance – thou never compromise on the selection on qualifications only during recruitment and not on gender. EVI will never discriminate applicants at any level.

Equity in Salaries and Promotion

EVI undertakes a payroll system based on qualifications, experience, and education – as well as seniority, Functional grade and performance. EVI will never discriminate staff from achieving a fair payroll.

Policies that Support Diversity, Equity and Inclusion

EVI believes in a culture that is entrepreneurial, professional, performance-driven, and highly ethical. EVI believes in fostering a work environment that rewards collaboration, values diversity of backgrounds, personal characteristics and opinions and motivates staff members to deliver

¹ <https://www.who.int/gender-equity-rights/understanding/gender-definition/en>

consistently high performance, have the courage to question conventional wisdom, and embody the principles of EVI's Code of Conduct in their decisions and actions.

EVI recognizes the positive impact that flexible working conditions have on diversity, equity and inclusion, and has established policies to reinforce this:

- Vacation entitlements are uniform across EVI (with some variation from local law).
- HR entitlements are uniform across EVI (with some variation from local law).
- EVI allows part time employment and homebased teleworking.
- EVI supplies employees with laptop computers and mobile telephones to facilitate home-office and work while on travel assignments.

EVI also pursues diversity, equity and inclusion by articulating what behaviours will not be tolerated, making available channels for reporting of non-compliance and committing to investigate and feed-back to employees who report transgressions, as outlined in EVI's Code of Conduct. Specifically:

- EVI will not tolerate discrimination on the basis of personal characteristics such as race, colour, nationality or ethnic origin, gender, marital status, sexual orientation, disability, age, political or religious beliefs.
- EVI has a zero-tolerance policy towards sexual exploitation and abuse, defined as acts of sexual violence, sexual assault, rape, sexual activity with a minor, transactional sex and solicitation of transactional sex.
- EVI will not tolerate any form of intimidating or threatening behaviour such as harassment, or bullying, or any other form of inappropriate behaviour.

EVI's commitments upon being informed of a compliance concern are to:

- Investigate in a professional, systematic, and analytical way, ensuring a conflict-free, neutral forum for reports to be resolved
- As much as possible, keep the identities of those who raise concerns, and those who may be implicated in any such report, confidential
- Take appropriate action
- Report back to the person(s) who raised a concern



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This statement is done under the reality of being a small non-profit organisation. Having a small group of staff makes it even more important to pursue diversity, equity, and inclusion so everyone feel respected and appreciated.