

## **ACTION PLAN FOR GENDER EQUALITY, GENDER BALANCE AND DIVERSITY**

Modus Research and Innovation Limited's gender equality policy recognises the need to pursue active policies for equality between women and men, as well as recruitment policies that ensure diversity and equal rights for all.

The business culture must be characterised by critical reflection, power critique, debate, freedom from bias and objectivity. The business must therefore have a working and learning culture based on equality, respect and transparency.

Modus Research and Innovation's gender equality and diversity policy is translated into concrete goals in the action plan for gender equality, gender balance, inclusivity and diversity. The work on the action plan and measures is anchored in the management and encompasses all employees.

### **Management responsibility**

Gender equality, gender balance, inclusivity and diversity are the responsibility of the management and must be pursued at management meetings and in management dialogues with all team members. The Human Resources Team is responsible for raising strategic questions and ensuring the action plan is followed up, by setting priorities and raising issues at Team meetings, for example.

Gender equality, gender balance, inclusivity and diversity are important perspectives that are to be integrated into all management training and other training.

### **Plans for implementation**

Work-life balance and organisational culture are monitored monthly and annually, respectively in quantitative and qualitative data capture and analysis. Time is dedicated to managing these issues quarterly with individual staff members.

At the end of 2020 the proportion of female employees was 60%, the business will aim to maintain a gender balance of employees with no less than 40% of positions held by women.

At the end of 2020 the proportion of female directors of the company was 66%. In the future, the business will ensure that a gender balance is maintained in the leadership roles within the company.

This is managed through the recruitment process and formally reported in the annual management report.

All company staff are required to complete gender equality and diversity training. Part of staff's day-to-day role is to support research organisations in integrating gender dimensions in research contexts.

Harassment is unacceptable and is taken very seriously. No one at Modus Research and Innovation shall experience being subjected to any kind of harassment, including sexual harassment and gender-based violence, as defined by the Equality Act 2010.

The company's Equal Opportunities Policy defines the measure to be taken to ensure gender equality in recruitment.



MODUS RESEARCH and INNOVATION LIMITED  
Adopted by Members: 25/02/2021

Signed: Neil Stewart

Position: HR Team Leader

A handwritten signature in blue ink, appearing to read "Neil Stewart". The signature is stylized and fluid, with a long horizontal stroke at the end.