

## Management Commitment to the SaferGlobe Gender Equality Plan

The SaferGlobe management team is strongly committed to promoting equality, diversity, inclusion and accessibility.

Gender equality is central to SaferGlobe's strategy and mission. SaferGlobe's board supports gender equality measures and links them in particular to the [European Union's Gender Equality Strategy](#).

SaferGlobe has a long-standing commitment to gender equality and has ensured the implementation of gender equality in its activities. SaferGlobe is also active in gender equality work, for example by supporting career paths for women experts and by participating in gender equality work such as the development and national implementation of the Programme of Action of UNSCR 1325 - Women, Peace and Security.

The SaferGlobe Gender Equality Plan consists of six different action areas, each with its own measures and objectives.

1. Gender equality is taken into account in SaferGlobe's work culture and in the possibility to balance work and private life, including flexible working arrangements and arrangements for maternity, paternity and parental leave.
2. Gender balance in management and decision-making is supported and monitored. Indeed, SaferGlobe has a large number of women in its management.
3. Gender equality is taken into account in recruitment and career development in SaferGlobe.
4. Gender equality and gender are taken into account in SaferGlobe's training and research content.
5. Gender-based violence and harassment are addressed in SaferGlobe's activities, and there are processes in place to address them, which are communicated to employees.
6. Equal opportunities advocacy. SaferGlobe contributes to processes aimed at supporting gender equality.

By this document, SaferGlobe endorses the Gender Equality Plan presented and acknowledges that the organisation has dedicated resources to implement and monitor the measures listed here.



Tanja Tamminen  
Chair of the Board of Directors

