



# ECC's Gender Equality Plan

## Purpose of this document

This document contains ECC's Gender Equality Plan. The plan is approved by the ECC management team and by the ECC board.

The document defines ECC's ambitions and targets to promote gender equality within the organization. The document also describes our current situation and actions to make an even better gender balance going forward.

In order to be an attractive workplace, deliver the best possible service and technology, support innovation, attract and keep new and young talent, we need to strengthen gender equality and diversity.

ECC has zero tolerance towards any type of harassment, including sexual harassment or bullying.

We have internal routines for "whistleblowing" and following up on reported incidents in accordance with established processes and routines. In addition, we give employees the ability to anonymously report any incident through our occupational health care service.

We also monitor this annually through our annual working environment surveys.

## The current situation

Prior to 1999, ECC was a department within the Norwegian Mapping Authority, Hydrographic Service, but as a separate limited liability company since 1999. 7 out of our 21 employees have worked in the company for more than 20 years, and 12 for over 10 years.

This is the current gender distribution in ECC including the ECC board:

2024	Men	Women
ECC Board	2	2
Management team	3	3
ECC employees (all)	13	8

## Objectives

ECC wishes to strengthen our efforts to achieve an organization-wide gender equality by means of systematic and long-term work. We have defined a number of development targets that we believe are ambitious, but achievable over time.

- Our target is to increase the proportion of women in permanent positions in ECC, from 33% to 37% by 2028 (4-year plan).



- Our long term goal is to increase the ratio further to 50% women and 50% men by 2034 (10-year plan).

We currently employ 21 people, but believe that by 2028 we will have increased this number to 24 employees, hence the need to actively recruit more women going forward.

Target year	2028 women/men	2034 women/men
ECC Board	2/2	2/2
Management team	3/3	3/3
ECC employees (all)	9/15	14/14

## Responsibility and resources

The Managing Director is responsible for an overall resource plan which includes competence needs and gender equality targets.

The management team is responsible for setting achievable gender equality targets and adhering to ECC's Gender Equality Plan. The HR Manager, together with the line manager, will be responsible for actioning and implementing them in order for ECC to achieve our Gender Equality objectives, i.e. during the recruitment process.

## Progress reports

The ECC board already includes gender equality as a part of their annual report.

ECC will implement our GEP targets as KPIs and report them on a yearly basis to our board, owners and also as a part of our Sustainability reporting to the UN Global Compact.

## Actions

- Focus more on gender equality related to recruitment, training, employee and managerial development, as well as salary settlement procedures.
- To set up requirements and guidelines to ensuring appropriate career progression for all our employees

## Document Details

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<b>Last updated</b>	22.05.2024	1.1
<b>Policy owner</b>	Managing Director	
<b>Approved by</b>	Board of ECC	Date : 22.05.2024

## Revision History

Date	Detail of change	Change made by
22.05.2024	Updated 2024 numbers and adjusted 10 year-plan	MD- Kirsten Bøe