

GENDER EQUALITY PLAN (GEP)

PROXYLAB RY

Period: 2026–2028

Version: 1.0

Date of adoption: 10 October 2026

Responsible person: Anna Vehanen, Executive Director

Review frequency: Annually

1. Introduction and Commitment

ProxyLab ry is committed to promoting gender equality, equal opportunities, diversity, and inclusion throughout its activities and operations.

The company recognises that gender equality is a fundamental human right and an essential element of a fair, innovative, and sustainable working environment.

This Gender Equality Plan (GEP) establishes the principles, objectives, measures, and responsibilities through which ProxyLab ry seeks to ensure equal treatment and opportunities for all individuals, regardless of gender, gender identity, or gender expression.

ProxyLab ry is committed to maintaining a working environment free from discrimination, harassment, sexual harassment, and gender-based violence.

This plan is aligned with Finnish equality legislation and relevant European Union principles, including the European Commission's approach to gender equality in research and innovation.

2. Scope and Objectives

This plan applies to all ProxyLab ry employees, management, consultants, trainees, and other individuals involved in the company's activities, including international projects and partnerships.

The objectives are to:

- Ensure equal opportunities in recruitment, employment, professional development, and career progression.
- Promote fair and transparent remuneration practices.
- Support work-life balance and family-friendly working conditions.
- Prevent gender discrimination, harassment, and gender-based violence.
- Encourage balanced participation in decision-making and leadership.

- Integrate gender equality considerations into research, education, training, innovation, and project activities.
- Monitor progress and continuously improve equality practices.

3. Leadership and Responsibilities

The Executive Director has overall responsibility for implementing and monitoring this Gender Equality Plan.

Management shall ensure that gender equality principles are integrated into organisational policies, recruitment procedures, project management, and everyday working practices.

All employees and representatives of ProxyLab ry are expected to contribute to an inclusive and respectful working environment.

The Executive Director acts as the designated Gender Equality Officer unless another responsible person is formally appointed.

4. Equal Opportunities in Recruitment and Career Development

ProxyLab ry applies fair, transparent, and merit-based recruitment and selection procedures.

Recruitment decisions are based on qualifications, professional experience, competence, and suitability for the position, without discrimination based on gender or other protected characteristics.

The company shall:

- Use inclusive and gender-neutral language in job advertisements.
- Provide equal opportunities to applicants of all genders.
- Apply consistent and objective selection criteria.
- Ensure equal access to training, professional development, and career advancement.
- Encourage applications from underrepresented genders where appropriate and legally permitted.

5. Gender Balance in Leadership and Decision-Making

ProxyLab ry recognises the importance of balanced gender representation in management, decision-making, and organisational development.

The company aims to promote inclusive participation and ensure that individuals of all genders have fair opportunities to contribute to strategic and operational decisions.

When establishing project teams, advisory groups, and working groups, ProxyLab ry shall consider gender balance alongside professional competence and project requirements.

6. Equal Pay and Working Conditions

ProxyLab ry is committed to the principle of equal pay for the same work or work of equal value.

Salary and remuneration decisions shall be based on objective and transparent criteria, including responsibilities, qualifications, experience, and performance.

The company shall periodically review remuneration practices to identify and

7. Approval

ProxyLab ry formally commits to applying this Gender Equality Plan throughout its operations and project activities.

Name: Anna Vehanen

Position: Executive Director

Date: 10.10.2026

Signature:

