

GENDER EQUALITY POLICY 2022

The following is an overview of diversity and inclusion measures, policies and activities.

1 Introduction

New Energy Coalition is committed to an inclusive work environment where all employees at all levels of the organization, regardless of their origin, gender, sexual orientation, nationality, etc., are given the same opportunities and can develop as much as possible. It is important that they can be themselves and in doing so feel safe within the organization of New Energy Coalition.

2 Code of Conduct

- Employees are respectful to those to the person they address whether it is a colleague, customer, partner or supplier. Remain friendly and polite. Listen to each other, let each other speak and ask questions when things are unclear.
- Stick to your commitments, inform in good time if agreements or deadlines cannot be kept.
- Ethnic slander, personal insults and obscenities are not permitted. The privacy of others will be respected.
- Employees do not embarrass themselves or New Energy Coalition with text and/or video or photo materials with which they do not wish to be associated.
- Employees are personally responsible for the content they publish on blogs, wikis, forums, WhatsApp groups and other media.
- Employees must not provide confidential and/or damaging information about colleagues, customers, partners or suppliers.
- Contact your supervisor or confidential advisor at the slightest doubt about possible inappropriate behavior by co-workers, customer, partner or supplier.
- New Energy Coalition may use any information that employees post on the Internet that is in the public domain. This is allowed as long as the employee is employed, but also after termination of employment.

3 New Energy Coalition (description current situation)

The Supervisory Board of New Energy Coalition recognises the importance the European Union attaches to gender equality and the goal of gender equality in research, development and innovation. A diverse workforce is of great value in this regard.

Gender balance in management and decision-making

The Supervisory Board considers a balanced workforce important. New Energy Coalition's Supervisory Board will have a female chair from 2022. The day-to-day management of New Energy Coalition has been in the hands of a female CEO from 2020. This highlights the ambition to maintain diversity and inclusion and strengthen it where necessary. Of the 57 employees, 39% are female.

New Energy Coalition employs coordinators, (senior) experts (energy analysts as well as project managers), both male and female, who inform and advise management where necessary in various (grant) projects. These projects can be regional, national or international in scope.

Work-life balance and organisational culture

New Energy Coalition is keen to encourage a healthy work-life balance. Employees have (to a certain extent) autonomy over their work and hours, in addition, all employees (in consultation with their manager) are given the opportunity to work from home or another location for up to 50% of their working hours.

From April 2022, New Energy Coalition will offer employees participation in the a.s.r. Vitality programme. This programme focuses on the sustainable employability of employees. New Energy Coalition would like to create a vital organisation where employees enjoy their work and are mentally and physically healthy.

In addition to participating in a.s.r. Vitality, employees can take various courses, essentials and podcasts on the New Skills Platform (Skillstown) from June 2022 on personal effectiveness, dealing with stress, mindful working, work-life balance, etc. In doing so, New Energy Coalition aims at lifelong learning, making employees curious and encouraging (personal) development.

Remuneration

New Energy Coalition has equal gender pay. To this end, a grade structure and salary scale was set up in January 2019 that grades employees based on responsibilities, education and work experience. The periodic increase in salary depends on appraisal, relative salary position (hereafter referred to as RSP) and operating result (available growth). A lower RSP has proportionally higher growth than a higher RSP. In this way, junior employees can grow faster in the scale.

Building/Site

New Energy Coalition's office building provides several toilet areas on each floor. Here a distinction is made between toilet areas for men and for women; besides this distinction, the building provides a wheelchair-accessible toilet (disabled toilet) on each floor.

The office's university grounds are lighted and have their own security. The car parks are centrally located and well-lit. Camera surveillance is also available here. The bicycle parking facilities are indoors, have cameras and after 8pm can only be accessed with an access pass. The bicycle parking facilities are well lit. Maintenance is in the hands of the Grounds Management of the University of Groningen.

Training and Education

New Energy Coalition offers all employees the opportunity to take courses through the New Skills Platform (Skillstown) these courses include manners and etiquette, giving feedback, work-life balance, dealing with stress etc. Individual wishes for training and education are discussed annually during planning and assessment interviews. In addition to the above, New Energy Coalition offers its employees the opportunity to participate in various in-company training courses.

Any in-depth needs can be discussed during the annual assessment, but may also be indicated to the manager in the interim.

4 Behaviour

Measures against gender-related misbehaviour, or other forms of undesirable behaviour.

New Energy Coalition believes that a working environment where everyone feels comfortable and safe is extremely important. The staff guide clearly describes how we wish to treat each other (desired behaviour). A formal internal code of conduct clearly defines what we consider undesirable behaviour. Once a complaint is received, it will always be dealt with (via the confidential advisor). The code of conduct also describes in detail any follow-up steps following receipt of a complaint. To prevent bias, an external committee, to be formed at that time, will investigate the complaint, starting with hearing both sides of the argument. If, after extensive investigation, the committee determines that undesirable behaviour has indeed taken place, New Energy Coalition will take appropriate measures, which may consist of a written warning that will go into the personnel file up to dismissal.

5 Method, resources, time

Recruitment and career development

When recruiting, New Energy Coalition strives to find a suitable candidate regardless of gender, background, religion or otherwise. As an (inter)nationally oriented company, we are proud of the diversity in our workforce. The workforce

consists of people from the Netherlands, from Europe and from outside Europe. In order to provide the best possible guidance to staff who come from outside the Netherlands or outside Europe, New Energy Coalition in 2021 entered into a partnership with The Relocation Company. This company advises and assists with the applications and/or renewals of work permits of knowledge migrants.

In 2021, New Energy Coalition was registered by the Immigration and Naturalisation Service as an authorised sponsor in the IND's public register of authorised sponsors.

Measures for undesirable behaviour

Employees may face forms of undesirable behaviour at work, such as bullying, sexual harassment, discrimination and aggression. It is desirable if an affected employee can turn to a confidential advisor with their problems. For this purpose, New Energy Coalition has an external confidant available.

However, New Energy Coalition's policy starts with the prevention of undesirable behaviour and does so by informing staff about the rules of conduct within New Energy Coalition several times a year during meetings such as the meet-up, bilateral meetings, and in planning and/or assessment interviews. In addition, exemplary behaviour and being able to call each other to account also play a major role in preventing undesirable behaviour. During progress meetings, there is room to address the subject if the need arises. In this way, together we create a pleasant, but above all safe working environment for everyone.

6 Evaluation, follow-up

Data collection and monitoring

Data on gender or sex of staff and leadership is available within the HR department, with strict compliance with the rules around privacy. The HR department provides an annual kpi report to management to inform them about progress, development and composition within the workforce.


In October 2020, an Employee Satisfaction Survey was conducted for the first time, a so-called baseline measurement. This included a focus on asking about work-life balance as well as social psychological strain. The outcomes were influenced by the COVID-19 situation in which employees had to carry out their work from home for longer periods from March 2020. The next Employee Satisfaction Survey will be conducted in 2022, which is a follow-up to the 2020 survey.

This Gender Equality Policy was drafted on 1 May 2022 at Groningen, the undersigned declare to underline the above policy.

On behalf of New Energy Coalition,



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