

GENDER EQUALITY POLICY

Below is an overview of our diversity and inclusion measures, policies, and activities.

1 Introduction

New Energy Coalition is committed to providing a safe and inclusive working environment where all our employees are given the same opportunities and can develop their skills as best they can, regardless of position, origin, gender, sexual orientation, nationality, etc. In doing so, it is also important that they can be themselves and feel safe in doing so within New Energy Coalition's organisation.

2 Code of conduct

Code of conduct

- ⊕ Employees respect whoever 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 agreements you make together, inform in good time if agreements made cannot be kept.
- ⊕ Ethnic slander, personal insults and obscenities are not allowed. The privacy of others is respected.
- ⊕ Employees do not embarrass themselves and New Energy Coalition with text and/or video or photo material 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 harmful information about, colleagues, customers, partners, or suppliers.
- ⊕ Contact your supervisor or confidential advisor at the slightest doubt about possible inappropriate behaviour by colleagues, customer, partner, or supplier.
- ⊕ New Energy Coalition may use any information posted by employees on the internet that is in the public domain. This is allowed while the employee is employed, but also, for example, in the context of the termination of the employment contract.

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 has had a female chair from 2022. The day-to-day management of New Energy Coalition has been in the hands of a female CEO since 2020. This highlights the ambition to maintain diversity and inclusion and strengthen it where necessary. Of the 57 employees, 39% are women.

New Energy Coalition has 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.



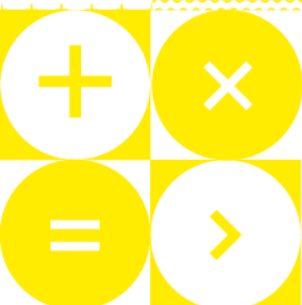
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From April 2022, New Energy Coalition offers employees participation in the a.s.r. Vitality programme. This programme focuses on the sustainable employability of employees. New Energy Coalition would like to create a vital organisation where employees 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.

Reward

New Energy Coalition has equal gender pay. To this end, a job and salary house 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/Terrain

The office building offers several toilet areas on each floor. A distinction is made between toilet areas for men and for women, besides this distinction, the building has a wheelchair-accessible toilet (disabled toilet) on each floor.

The 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 sheds are indoors, have cameras and can only be accessed after 8pm with an access pass. The bicycle sheds are also 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 focus, among other things, on manners, giving feedback, but also on work-life balance, dealing with stress, etc. Individual wishes are discussed annually during planning and assessment interviews. In addition to the above, New Energy Coalition offers its employees the opportunity to take part in various in-company training courses.

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

4 Behaviour

Measures against gender-related behaviour, 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). This 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, means and 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, Europe, and outside Europe. In 2021, New Energy Coalition entered a partnership with The Relocation Company to provide the best possible support for staff who come from outside the Netherlands or outside Europe; this company advises and assists with applications and/or renewals of work permits for highly skilled 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 encounter 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 confidant within the company with their problems. For this purpose, New Energy Coalition has both an internal and an external confidential advisor available.

However, New Energy Coalition's policy starts with the prevention of undesirable behaviour and does so by informing staff several times a year about the rules of conduct within New Energy Coalition during meetings such as the meet-up, bilateral meetings, but also in a planning and or assessment interview. In addition, exemplary behaviour and being able to call each other to account also play a key 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

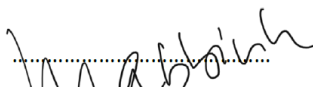
Data on sex or gender of staff and leadership is available within the HR department, with strict adherence to rules around privacy. The HR department provides an annual KPI report to management to inform them about progress, development, and composition within the workforce.

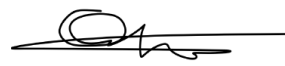
In 2020, an Employee Satisfaction Survey was conducted for the first time, a so-called baseline measurement. This included an enquiry into work-life balance as well as social psychological strain. Here, the results were influenced by the COVID-19 situation in which employees had to conduct their work from home for longer periods from March 2020.

Another Employee Satisfaction Survey will be conducted in 2022, this 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 the Coalition New Energy,


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M.G. Abbink-Pellenbarg
CEO


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O. Huisman
COO



EU directives (mandatory)

1) Public document

- a) The gender equality plan is a formal, public document
- b) The plan is signed by the top management of the institution
- c) The plan is available on the institution's website
- d) The plan is disseminated within the institution

2) Resources

- a) Resources have been allocated for positions or teams dedicated to gender equality
- b) Time is set aside for others to work on gender equality

3) Data collection and monitoring

- a) Data on sex or gender of staff and leadership is available
- b) Annual evaluation of and reporting on progress and results

4) Training and capacity building

- a) Whole organisation is involved
- b) Addressing gender bias in people and in decisions
- c) Joint action on specific issues

EU guidelines (recommended areas of focus)

- a) Work-life balance and culture within the organisation
- b) Gender equality in leadership and decision-making
- c) Gender equality in recruitment and career development
- d) Integrating the gender dimension into the content of research and education
- e) Measures against gender-related violence, including sexual harassment

