



WFO Gender Equality Plan

The general purpose of this Policy is to promote and guarantee the equal rights of all employees regardless their gender and to protect them from all forms of maltreatment, exploitation, and unequal treatment. WFO is therefore committed to the following principles:

- **Promoting gender equality among our employees and partners.** Everyone shall be treated equal regarding working conditions and career opportunities. Taking all appropriate measures for the equal treatment of all employees regardless their gender.
- **Maintaining equality and inclusion into all of WFO's policies and processes.** Recruitment and promotions procedures shall always take into consideration the gender equality dimension. A general balance between the presence of women and men at all positions (e.g. management positions) shall be ensured. Also, a gender balance shall be kept in decision making processes
- **Eliminating all forms of discrimination against women at all stages of professional life.**
- **Supporting the development of women's career perspective.** Special focus shall be put to improve the work-life balance of WFO's organisational culture.
- **Promotion of equal opportunities when recruiting new staff.** Especially during interviews and relevant recruiting processes, it will be ensured that new employees will be selected on criteria based on their skills and qualifications. Their gender or maternity/pregnancy status shall not be a criterion for selection or exclusion from the procedure. The same principle applies to promotion processes.
- **Collection and analysis of data on gender equality.** The sharing of men and women across all of WFO's positions shall be reported to the WFO Board on a quarterly basis. Indicatively, some of the data that are going to be collected are the rates of staff at different positions based on gender, the rates of men and women that were recruited, etc.
- **Continuously evaluating and monitoring all aforementioned commitments.** In order to ensure compliance with the aforementioned guidelines, continuous control and monitor will be held. The same control shall apply to gender-based data collection and analysis.

A handwritten signature in black ink, appearing to read 'Gunnar Herzig'.

Gunnar Herzig
Managing Director
WFO (World Forum Offshore Wind)

March 21st, 2023