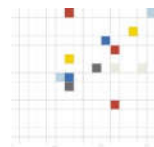


# Gender Equality Plan

The Norwegian Metrology Service (JV) has an important role in the society by ensuring a metrological infrastructure that has both national and international trust. As a modern and well-functioning organization and in accordance with the Norwegian Equality and Anti-Discrimination Act, JV has a responsibility to ensure gender equality, diversity and inclusion.

JV has for many years been working to promote gender equality. In order to maintain our key role in the society and deliver the best results, JV requires diversity among its employees.



## Gender balance and organizational culture

A good organizational culture that promotes equality is important for JV. We have zero tolerance for any type of bullying, gender-based violence and sexual harassment. We have an established procedure for notifying matters worthy of criticism. In addition, we map any unwanted incidents through employee surveys. Any problem areas are followed up to contribute to solutions and prevention.

Another mechanism for ensuring equal treatment is JV's working environment committee. In addition to participating in HSE, the committee shall also monitor the development of the working environment.

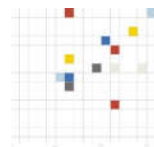
In JV, 30 % of the employees are women. In JV's top management, there are 3 men and 2 women. The figures are taken from JV's annual report 2021.

## Gender balance in leadership, decision-making, recruitment and career progression

JV has an internal agreement that contains provisions on gender equality. The provisions contain measures for competence development, and equal distribution of tasks between women and men, especially within management. This agreement also contains measures to ensure gender-neutral criteria for payment determination.

### Central to JV is that:

- Women and men shall be given the same opportunity for professional development.
- The opportunity for courses and education shall be equal for both gender.
- Women and men shall be given the same opportunity for management tasks. This applies to line management and project management.
- Women and men shall, under otherwise equal conditions, have the same payment and payment development.
- The gender that makes up less than 40 % of the employees in a relevant group is considered underrepresented, and should therefore be taken into account in the recruitment process.



## Integration of the gender dimension into research and teaching content

JV thinks a proper gender balance is important for a wider perspective in research and development. The number of women educated in a variety of relevant fields has increased and this has provided JV with more female researchers.

## Measure against gender-based violence, including sexual harassment

JV has zero tolerance towards any type of bullying, gender-based violence and sexual harassment.

Incidents or matters worthy of criticism will be reported according to our internal routines. In addition, we monitor and map incidents regarding bullying and sexual harassment, if any, through our regular working environment survey. Any reported cases will be followed up by JVs management, taking care of the individual, and prevent recurrence.

## Operational objectives 2022 - 2025:

Although we believe the current situation is satisfying, it is important to continue this work. In the coming three-year period JV will follow up on:

- Review, and if needed, revise our internal procedures with focus on gender equality.
- Secure the knowledge and ability of managers and other key staff needed to identify and respond to potentially abusive jargon, harassment and sexual harassment.
- Prevent incidents by promoting an inclusive and respectful workplace characterised by diversity.
- Take inventory of tools at our disposal and adapt them to promote inclusive, respectful behaviours.
- Review, simplify and make available procedures for reporting incidents so that vulnerable employees feel safe reporting them.