

Gender Equality Plan

Practical commitments for robotics, marine technology and European project work.

Draft for management review

Version 1.1 | Prepared 2 October 2026 | Effective only after approval

Proposed organisation: RoboticsHub Sweden AB, including its Marine RoboTech activities. Initial plan period: 12 months from management adoption.

RoboticsHub Sweden AB | Organisation no. 559595-3000

1. Commitment and scope

RoboticsHub Sweden AB will provide equal opportunities and a working environment where people are treated with dignity. Decisions about work, recruitment, responsibilities, remuneration, development and participation in projects will be based on relevant competence, contribution and transparent requirements.

This plan applies to the company's leadership, employees and people working under its direction, including consultants, interns and participants in company-led demonstrations and trials. It guides the company's selection of suppliers and project partners. Partner organisations, including Urban Waterway Logistics, retain responsibility for their own personnel and organisational policies.

Gender equality is the focus of this plan within a wider commitment to prevent discrimination on grounds of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. Harassment, sexual harassment and retaliation for raising concerns are unacceptable.

2. Ownership and resources

A designated board representative is the proposed plan owner. Management is responsible for approving the plan, assigning actions, providing resources and keeping evidence of implementation. The board retains oversight and must arrange an impartial reviewer when a concern creates a conflict of interest.

The proposed minimum resource allocation is eight hours of plan-owner time per year for assessment, action tracking, learning and annual review, plus one hour of induction for each new person working under the company's direction. Investigations, accessibility adjustments and necessary specialist advice receive additional resources proportionate to the issue. The allocation is reviewed as the organisation grows.

3. Assessment and review method

Within 90 days of adoption, the plan owner will establish a baseline covering working arrangements, recruitment and selection, pay and conditions where applicable, learning opportunities, participation in decisions and the safety of field work. No existing workforce statistics, training completion or equality outcomes are asserted by this first edition.

The company will examine risks, analyse their causes, implement proportionate measures and follow up the results. Employees and, where relevant, their representatives will have opportunities to contribute. A short action register will record each risk, action, responsible person, deadline and result. Progress is checked quarterly and the complete plan is reviewed annually.

4. Actions and indicators

Fair recruitment and progression

Define role-related criteria before selection; use consistent questions and a written decision record. Review language, outreach and access to technical roles for avoidable barriers. Apply the same approach to promotions and allocation of paid consulting work.

Measure: Every recruitment or progression decision has recorded criteria and reasons. Review after each selection and at the annual review.

Responsible: Person responsible for selection

Pay, conditions and learning

Where the company employs staff, compare pay and employment conditions for equal work and work of equal value, address unjustified differences, and provide fair access to training and development. Schedule an annual pay review and meet applicable Swedish pay-survey duties.

Measure: Annual review completed where applicable; any corrective action has an owner and completion date. Record training access and participation.

Responsible: Management

Work-life balance and participation

Plan meetings, travel and trial schedules with reasonable notice and take caregiving responsibilities into account. Offer remote participation where the work permits. Discuss reasonable adjustments individually and avoid assumptions about availability based on gender or parenthood.

Measure: Quarterly check of scheduling concerns and access to significant decisions; document practical adjustments without recording unnecessary personal details.

Responsible: Project lead

Leadership and external representation

Use competence-based, transparent allocation of project leadership, speaking opportunities and customer-facing responsibilities. Seek a broad range of qualified contributors when forming project teams. Review barriers where participation remains unbalanced.

Measure: Review allocation of leadership and representation opportunities at least annually; document outreach and any improvement actions. No unsupported quota or outcome is claimed.

Responsible: Management / project lead

Inclusive engineering and marine trials

At project scoping, assess whether physical ergonomics, PPE fit, controls, visibility, accessibility or other sex- or gender-related factors affect safe and effective use. Where relevant, include a diverse range of operators in evaluations. Do not infer a person's gender from camera or lidar data. Agree separate privacy and safety arrangements before collecting trial data.

Measure: Each company-led pilot has a recorded relevance assessment and, where needed, an inclusive evaluation plan. Record actions on lifejacket/PPE fit, interfaces and participation.

Responsible: Technical lead / trial coordinator

Awareness and training

Provide induction covering equality, respectful conduct, reporting routes and bias in selection. The plan owner completes an annual refresher, and staff and decision makers receive proportionate annual awareness training. Use authoritative learning material and retain completion records.

Measure: Induction before unsupervised project participation, or within the first month; annual refresher records for all people in scope.

Responsible: Designated plan owner

Prevention of harassment and retaliation

Explain reporting routes at induction and before company-led trials. Assess risks during travel, customer events, lone work and field operations. Respond promptly, preserve relevant evidence and use an impartial process with appropriate support and corrective action.

Measure: Reporting information supplied to everyone in scope; concerns acknowledged within five working days where contact details are available; progress updates normally at least every 20 working days.

Responsible: Management; independent reviewer where needed

5. Raising a concern

Contact the designated plan owner through the company contact details below and mark the message 'Confidential - equality concern'. Share only information needed to explain the concern. Access will be limited to people who need to assess, investigate or resolve the matter; absolute secrecy cannot be promised where fair process or legal duties require disclosure.

Company contact: info@roboticshub.se; registered-email alternative: cxg111sw@gmail.com.
Postal correspondence: RoboticsHub Sweden AB, Bjrehov 1A, 237 34 Bjärred, Sweden. Mark

sensitive correspondence clearly and request an appropriate secure channel before sending detailed evidence.

If a concern involves the plan owner or another decision maker, ask for a non-involved board representative or independent external reviewer. Anyone with a conflict must withdraw from handling the case. A person may also seek help directly from their trade union, Sweden's Equality Ombudsman (DO), or the police where appropriate. Internal reporting does not restrict those routes. No one will be penalised for raising a concern in good faith or participating in an investigation.

[Equality Ombudsman \(DO\)](#)

6. Monitoring and privacy

Track completion of the actions, access to training, selection processes and identified barriers. Where proportionate and lawful, review gender-disaggregated workforce and leadership data. Explain the purpose before collecting information, use existing lawful records or voluntary self-description as appropriate, and never guess gender from names, appearance or sensor data.

Keep identifiable equality data and complaints in restricted records with a documented purpose, lawful basis, retention period and, where special-category information is involved, an applicable additional condition. Do not put identifiable complaints in public reports. Avoid publishing small groups of fewer than five people or other statistics that could reveal an individual's circumstances. In a very small team, report actions and process improvements instead.

Publish a brief annual progress summary within 12 months of adoption and revise the plan when significant risks or organisational changes arise. Keep the management approval, action register, review notes and training evidence with the company's governance records.

7. Management adoption

This edition is prepared for management review. It becomes the company's approved plan when its authorised management adopts the text, confirms the resources and records the decision. Publication alone does not demonstrate implementation or eligibility for a grant.

Proposed approving organisation: RoboticsHub Sweden AB. Proposed responsible representative: a designated board representative, to be recorded on adoption. Adoption date, decision reference and signature are to be recorded in the management approval below. The first full review is due within 12 months of that date.

For any funding application, check the current call conditions and the applicant's legal-entity category. This plan makes no claim of EU certification, automatic funding eligibility or adoption by UWL or another partner.

Management adoption date	_____
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Decision reference	_____
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Authorised signature	_____
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