

Policy Title: Gender Equality Plan, Diversity and Inclusion Policy for Climate Resource S GmbH

Effective date: September 2025

At Climate Resource S GmbH we believe that diversity and inclusion are essential for fostering creativity, innovation, and excellence in our mission to advance climate change research. We are committed to building and maintaining a diverse and inclusive workplace that respects, values and celebrates the contributions of every individual. We intend to create an environment that enables our people to thrive and achieve their life goals. This policy outlines our approach to diversity and inclusion, providing guidelines and strategies to promote equality and fairness across all aspects of our organisation.

Purpose

Our diversity and inclusion policy aims to:

- a. Create an environment where all employees, regardless of their race, colour, ethnicity, nationality, religion, gender, age, sexual orientation, disability, or any other characteristic protected by applicable laws, can thrive and reach their full potential.
- b. Foster a culture of mutual respect, understanding, and appreciation for different perspectives, experiences, and backgrounds.
- c. Ensure equal opportunities for all employees in recruitment, selection, promotion, and professional development processes.
- d. Enhance our ability to address the complex challenges of climate change through diverse perspectives, knowledge, and expertise.

Recruitment and Hiring

- a. We are committed to attracting a diverse pool of candidates for all job openings by using inclusive and unbiased recruitment practices.
- b. We will actively seek out and consider candidates from underrepresented groups in the field of climate change research.
- c. All hiring decisions will be based on qualifications, skills, experience, and potential to contribute to and complement others in building Climate Resource S GmbH's capacity without discrimination or bias.

Equal Opportunity

- a. We will provide equal opportunities for all employees in terms of compensation, benefits, training, promotion, and career advancement.
- b. Discrimination, harassment, and any form of unfair treatment based on protected characteristics will not be tolerated.

c. We aim to achieve gender balance in leadership and decision-making positions with measurable targets to be reviewed annually.

Inclusive Workplace Culture and Work-life balance

- a. We will foster an inclusive workplace culture that values and respects the diversity of our employees.
- b. We encourage open dialogue, active listening, and the exchange of ideas among employees from different backgrounds and perspectives.
- c. We will create opportunities for cross-cultural interactions, knowledge sharing, and collaboration.
- d. We are committed to providing reasonable accommodations for employees with disabilities to ensure equal participation and accessibility.
- e. We will promote flexible and hybrid work arrangements for all employees.
- f. We encourage and support parental leave.

Training and Education

- a. We will provide diversity and inclusion training to all employees to increase awareness and understanding of different perspectives, biases, and systemic inequalities.
- b. We will support ongoing education and professional development opportunities that promote diversity and inclusion.
- c. We will conduct mandatory annual gender equality and unconscious bias training for all employees.
- d. We will tailor training content to real workplace scenarios, including recruitment and performance evaluation.

Research and Teaching Content

- a. We are committed to recognising and addressing how gender differences and inequalities influence the focus, outcomes and impacts of our research and teaching.
- b. In our research, we will apply gender sensitive approaches where relevant to ensure that our findings are inclusive, socially responsive and impactful.
- c. In our teaching and training, we will promote diverse gender perspectives, challenge stereotypes and foster a learning environment that supports equity and critical thinking

Measurement and Accountability

- a. We have an appointed Gender Equality Officer to coordinate implementation.
- b. A dedicated budget and working time are allocated to gender equality activities, including training, monitoring, and internal awareness campaigns.
- c. We will regularly review and assess our diversity and inclusion efforts to identify areas for improvement.
- d. We will collect and analyse gender-disaggregated data on recruitment, promotions, pay equity, leadership and training participation to monitor progress and identify areas for improvement.

e. Managers and supervisors will be held accountable for promoting and implementing this policy within their respective teams.

Prevention of Gender-Based Violence and Harassment

- a. We have a zero-tolerance policy on sexual harassment.
- b. Confidential reporting channels, well-defined disciplinary procedures, and support for affected individuals are established.
- c. We will ensure regular communication and ongoing training to promote awareness of appropriate workplace behaviour and reinforce expectations.

Reporting and Addressing Concerns

- a. We encourage employees to report any concerns or incidents of discrimination, harassment, or unfair treatment.
- b. We will promptly and thoroughly investigate all reported incidents and take appropriate action.

External Engagement

- a. We will actively engage with external organisations, networks, and communities working on diversity, equity, and inclusion initiatives.
- b. We will collaborate with partners and stakeholders who share our commitment to diversity and inclusion in climate change research.

Climate Resource S GmbH is dedicated to continuously improving our gender equality, diversity and inclusion practices, fostering a workplace that reflects the diverse world in which we operate. This policy will be communicated to all employees and stakeholders, and its implementation will be regularly reviewed and updated as needed.

Review Cycle and Accessibility

This policy will be communicated to all employees and stakeholders, reviewed annually and updated as needed. This Gender Equality, Diversity and Inclusion Policy is publicly available on our company website.

Approved by:



Mika Pflüger (Sep 9, 2025 10:33:54 GMT+2)

Signature: Mika Pflüger, Managing Director

Date: 09/09/2025



Signature: Jared Lewis, Managing Director

Date: 09/16/2025