



Gender Equality Plan

Living Cities Stockholm AB

Introduction

Living Cities offers innovative solutions for inclusive, resilient and sustainable cities across the world. By working with the social aspects of urban development we want to create more inclusive urban spaces and alleviate differences in living conditions. We work in partnership with communities, local governments, entrepreneurs and civil society to develop cities for all within planetary boundaries.

Gender equality is an established right, regarded as an essential human right for the development of society and for the full participation of everyone, regardless of their gender. The concept of gender equality translates into equal rights, freedom, and opportunities for all genders, with the goal of promoting equal value, recognition and participation in all spheres of public and private life.

As a value-driven company, contributing to Equity and Gender Equality is a core element in what we do, within the company as well as through the projects and assignments we are involved in. This Gender Equality Plan (GEP) aims to guide our work to consciously address gender equality in everything we do.

This Gender Equality Plan, together with the Code of Conduct, the Environmental Policy and the Quality Assurance Policy provides a framework which reflects the underlying values of LC as a company recognised for quality, competence, transparency and credibility, and whose activities are permeated by gender equality and sustainability. The GEP reflects a commitment to these values and describes how these values apply in practice.

Data collection and monitoring

Living Cities collects data on and monitors sex/gender disaggregated data on its personnel, and this is published as part of the annual reporting. Data collection and monitoring is performed in accordance with the General Data Protection Regulation (GDPR). The collected data include the following:

- The percentage share of men and women in Living Cities
- The percentage share of men and women in different personnel groups
- The average age of personnel
- The percentage share of men and women in different age groups

Work-life balance and organisational culture

Living Cities strives for an organisational culture and work-life balance where all employees can thrive and have equal opportunities in building a fulfilling career. Organisational culture and work-life balance is a wide area that includes issues such as the following:

- Flexible working conditions with regards to working times, part time work and location of work, offering possibility for flexible working hours and remote and hybrid work

- Living Cities strives to be a family-friendly employer and strongly supports opportunity given by legislation to work part-time when children are small.
- A collective health insurance provides employees with support for physical and mental health needs.
- Friendly communication: we encourage an inclusive and responsive way of communicating, where all members of our team should feel safe and encouraged to express themselves and be equally heard.
- A team spirit where all members of the team are part of developing the direction and content of Living Cities

Living Cities supports the development of structures and targeted measures that enhance gender equality and social equality within the organisation. Equality (gender and in a wider context) is emphasised in all processes, including recruitment, competence development, training programmes or career progression.

Training and capacity development

Living Cities integrates gender equity into training and capacity development activities in our external project to all extents possible. Internally, Living Cities is planning company-wide training opportunities to raise awareness on gender equality and in unconscious biases for employees.

Gender equality in recruitment and career progression

Living Cities strives for equality and diversity in recruitment and career progression, actively encouraging applications which would increase the diversity and representativity of the Living Cities team in new recruitments.

Against gender-based violence, including sexual harassment

Living Cities does not tolerate any form of harassment, including sexual harassment and gender-based violence, whether from/between colleagues in the company, or in relation to clients and partners.

Organisation

Living Cities has dedicated specific resources to the implementation of the Gender Equality Plan, in addition to which all employees are encouraged and expected to contribute to making a positive impact on gender equality, within the organization and in our projects and activities.

Approval

This document is approved by the Chair of the Board and the CEO of Living Cities.

Stockholm 2022-01-01,

Mats Jarnhammar
CEO

Henrik Nolmark
Chair of the Board