

Gender Equality Plan for Orkídea

Date issued: 14 April 2023

About Orkídea cooperative project organisation

Orkídea is a cooperative project on promoting innovation in food production and biotechnology in S-Iceland between Landsvirkjun Power Company, Association of S-Iceland Municipalities and Ministry of Environment, Energy and Climate.

Our vision is that food production will be sustainable, driven by innovation, green energy and value creation.

Current number of employees is three (3) including the Managing Director, one woman and two men.

Aim of Gender Equality Plan

The aim of the Gender Equality Plan (GEP) for Orkídea is to ensure full gender equality in the operations of Orkídea so that members of all genders experience full equality in their work, including wages for same work, same opportunities in career advancement, same access to decisions making, same opportunities to combine work and private life, and that no sexual bias is experienced in attitudes and/or decisions. No sexual violence, including sexual harassment, will be tolerated in the organisational culture of the work-place.

Publication

This document will be introduced to all staff of Orkídea. Workers will be requested to confirm awareness of the content of the GEP with their signature and to confirm commitment to fulfill the measures and aims of the GEP. The content presentation of this GEP will be iterated at regular intervals.

Dedicated resources

Orkídea commits to spend at least 2 work hours per month to discuss and enhance the content and directives of this GEP. Resources will also be spent on measuring the status of Gender Equality in the organisation.

Data collection and monitoring

Sex/gender disaggregated data on personnel will be collected annually, examined and accounted for in an annual report based on indicators. Due to few employees this presentation can only be described in the annual report in broad terms to honor personal integrity/privacy of participants.

Training and Awareness raising

Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers will be provided annually, depending on the need for such training.

Special attention will be given to fulfill the following aims and measures:

- Work-life balance: All employees shall be given reasonable and ample space to acquire fulfilling balance between work and everyday-life
- The organisational culture should underline and present gender-equal values

- Gender balance should be applied in leadership and decision-making at all times
- Gender equality should be applied in recruitment and career progression at all times
- Integration of the gender dimension into research and training content where applicable
- Measures against gender-based violence including sexual harassment are to be taken immediately after such incidences. Due to small size of the organisation the Managing Director is under all circumstances responsible to call in an external professional in these issues to examine independently the incident and present measures to the Board to correct them.

Selfoss, 14.4. 2023



Sveinn Aðalsteinsson

Managing Director