



Gender Equality Plan

Gender Mainstreaming

Introduction

Founded in 2022, IFLAI specializes in utilizing deep learning algorithms for image analysis, primarily serving the life science sector. At present, the company operates without any formal employees, with its founders managing its operations alongside their primary employment. As IFLAI looks toward expansion, the Board acknowledges the critical importance of maintaining a balanced gender representation, extending this principle to the Board level itself. This Gender Equality Plan (GEP) is a testament to IFLAI dedication to fostering gender equality within its growing framework.

IFLAI commitment to achieving gender equality is unwavering. This GEP, alongside its periodic reviews, will outline specific objectives, desired outcomes, baseline data, and targets. It will detail the actions taken, ongoing, and planned by the company to promote gender equality, including the allocation of resources dedicated to these initiatives.

Objectives and Baseline Data

1. Board Level Gender Balance: Strive for a minimum of 40% representation of either gender on the Board by the end of 2025.
2. Gender-Neutral Recruitment: Ensure that all job advertisements and descriptions are gender-neutral, aiming for a balanced pool of applicants in terms of gender.
3. Work Environment and Culture: Create a workplace culture that supports gender diversity and inclusion, emphasizing equal treatment and opportunities.
4. Training and Awareness: Implement regular training sessions on gender equality and unconscious bias for all members and future employees.
5. Flexible Work Arrangements: Develop policies that support work-life balance, essential for encouraging gender equality, such as flexible working hours and remote work options.



Actions and Implementation

Recruitment Strategies: Develop a recruitment strategy that actively seeks to attract a diverse pool of candidates, including targeted outreach and engagement with women in the tech and life science sectors.

Mentorship Programs: Establish mentorship programs to support the professional development of women in the company, especially in leadership roles.

Monitoring and Evaluation: Regularly collect and analyze data related to gender representation at all levels of the company, including recruitment, retention, and promotion rates.

Communication and Transparency: Maintain open communication channels regarding the GEP, its progress, and its outcomes, ensuring that all members are informed and involved in its implementation.

Resource Allocation

Allocate a portion of the annual budget to support the initiatives outlined in the GEP, including training programs, recruitment activities, and the development of flexible work policies.

Assign a dedicated team or individual responsible for overseeing the implementation and progress of the GEP.

Conclusion

Through this Gender Equality Plan, IFLAI demonstrates its commitment to creating an inclusive and equitable work environment. This plan is not only a strategic approach to fulfilling the company's expansion goals but also a reflection of its core values in promoting gender equality. IFLAI is dedicated to reviewing and updating this plan every year to ensure its effectiveness and relevance in achieving its stated objectives.

Mattias Goksör, CEO



Women's Empowerment Policy

At IFLAI, our commitment to gender equality is driven by several core objectives:

1. Upholding our corporate responsibility and sustainability commitments.
2. Demonstrating behaviors within our organization that mirror the equitable society we envision for our employees, communities, and families.
3. Promoting economic and social conditions that provide equal opportunities for all genders.
4. Contributing to sustainable development in the regions where we operate.
5. Working towards a more equitable future for everyone.
6. Harnessing the fullest range of talent through engagement and support.
7. Maintaining competitiveness in talent acquisition.

To this end, IFLAI embraces the guidelines set forth by the Women's Empowerment Principles – 'Equality Means Business', developed by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. These principles outline seven key steps for businesses and other sectors to advance and empower women:

1. Establish high-level corporate leadership for gender equality.
2. Ensure fair treatment for all women and men at work – upholding human rights and non-discrimination.
3. Guarantee the health, safety, and well-being of all female and male workers.
4. Promote education, training, and professional development for women.
5. Implement enterprise development, supply chain, and marketing practices that empower women.
6. Support equality through community initiatives and advocacy.
7. Commit to measuring and transparently reporting progress towards achieving gender equality.



Flexible Work Policy

Our Commitment

IFLAI is dedicated to fostering a positive working environment where all team members can thrive and achieve their potential. We understand the importance of balancing personal and professional life, and believe that providing flexibility in work arrangements is essential for high engagement, performance, and overall well-being. IFLAI supports agile working, including options like working from home or another suitable location, as a key element in managing this balance and advancing our vision of making flexible working accessible to all.

Scope

This policy is applicable to all IFLAI team members who are approved for remote or home working, whether it's for part of a day, a full day, or multiple days each week. It's important to recognize that certain roles may require physical presence in the office during standard work hours. Individuals in such roles are advised to consult with their manager or HR representative to understand their eligibility for remote or home working arrangements.

Policy Elements

IFLAI acknowledges that flexible working hours are necessary for various reasons, such as:

- Parenting/Care responsibilities
- Medical appointments or health-related needs
- Achieving work-life balance

Your Rights

As an IFLAI team member working remotely or from home, you are entitled to:

- The right to work remotely or from home if agreed upon with your supervisor.
- Fair treatment regarding performance evaluation, development, and promotion opportunities, regardless of your choice to work remotely or from home.
- Protection against unfair termination for exercising the right to work remotely or from home, where appropriate.
- A safe and hazard-free work environment, regardless of location. Concerns about your work location should be directed to the relevant HR representative.
- The right to use company-issued equipment, such as a laptop, charging cable, headset, mouse, and iPhone, at your chosen work location.

Your Responsibilities

When working remotely or from home, you are expected to:

- Inform relevant parties of your working arrangements.
- Have the support of your manager and team for your remote or home working setup.
- Ensure your arrangements do not negatively impact your colleagues.
- Maintain technological capacity (stable internet, suitable workspace, etc.) for consistent communication and accessibility.



- Ensure remote or home working does not hinder your ability to meet work demands.
- Arrange for the necessary equipment and conditions to work effectively away from the office.

Procedure

1. File an official request for flexible working with your manager (and HR) using Appendix A.
2. Manager reviews and decides on the request based on the outlined criteria.
3. HR endorses the request, if applicable.
4. Discuss and finalize the arrangement details with your manager, setting clear goals and responsibilities.
5. Formalize the agreement in writing with necessary signatures from HR/Manager.
6. Regularly review the arrangement to ensure it does not adversely affect productivity or efficiency.

If the request is denied, the employee will receive an official letter explaining the reasons. For requests initiated by IFLAI, formal notification and agreement signing are required from the employee.



Flexible Hours Request Form for Employees

I would like to...

- **Adjust my hours.**

Please specify in detail here.

- **Work remotely or from home more than once per week.**

Please describe which days and hours you would like to work remotely.

- **Work part-time.**

Please describe how many hours and on what days you would like to work part-time.

How would this benefit you?



How would this benefit the company?

How would this benefit your colleagues?

I foresee this requiring my contract to change

- Yes
- No

Employee signature and date

Supervisor signature and date



Equal Employment Opportunity Policy

Policy Brief & Purpos

At IFLAI, our Equal Employment Opportunity Policy is a core component of our commitment to promoting equality and fostering diversity in our workplace. This policy underpins a healthy and productive environment where every individual feels valued, respected, and supported in contributing effectively. We are dedicated to treating everyone with fairness and consideration, irrespective of their background.

Scope

This policy encompasses all IFLAI employees, job applicants, contractors, stakeholders, partners, and visitors. Equal opportunity is vital for everyone, but it especially focuses on members of underrepresented groups who have traditionally faced workplace disadvantages. While we do not guarantee employment or promotions based solely on group membership, we are committed to fair treatment and the elimination of discrimination, whether arising from conscious or unconscious biases.

Policy Elements

As an equal opportunity employer, IFLAI ensures equal access to opportunities for hiring, advancement, and benefits for everyone, regardless of:

- Age
- Sex/Gender
- Sexual Orientation
- Ethnicity/Nationality
- Religion
- Disability
- Medical History

What is an EEO Policy

Our EEO policy is centered on preventative and affirmative actions to guarantee fairness in all employment aspects, including:

- Hiring Processes
- Training Programs
- Performance Evaluations
- Promotion Opportunities
- Compensation and Benefits Administration
- Employee Termination Procedures

We also ensure equal opportunity in other areas, such as non-retaliation against employees and commitment to preventing and resolving any form of harassment, including sexual harassment.

Our HR representative is tasked with regularly reviewing our company processes to ensure they are free from biases. In instances where biases are detected, we will promptly refine our processes, provide bias-



combatting training, and protect any potential discrimination victims, ensuring everyone works in a rights-respecting environment.

Actions

To promote equal opportunity, IFLAI AB will:

- Adhere to EEOC regulations and applicable EEO laws.
- Use inclusive language in all communications and documents.
- Modify structures and facilities for disability accommodation.
- Provide parental leave and flexible work arrangements.
- Base hiring, training, and evaluation on job-related criteria.
- Allow for the observance of religious or national holidays not on the official schedule.
- Conduct diversity and communication training.
- Implement open-door policies for easy reporting of discrimination.

Grievance Procedure

Supervisors and managers are expected to implement equal opportunity practices and base decisions on objective, non-discriminatory criteria. Compliance with this policy is mandatory for all. If you observe or suspect a violation of our EEO policies, report it to HR immediately. In cases where an individual may be unaware of their inappropriate behavior, a direct conversation is also encouraged.

Disciplinary Consequences

Discriminatory actions will lead to disciplinary measures appropriate to the offense's severity. This can range from formal reprimands for unintentional offenses to termination for systematic harassment.



Parental Leave Policy

Policy Brief & Purpose

IFLAI adhere fully to the generous Swedish legal guidelines for family leave pay designed to support our employees who are embarking on the journey of parenthood. We understand the importance of balancing professional responsibilities with family obligations. Our aim is to ensure that work does not significantly hinder a parent's duties towards their child or consistently prevent quality family time.

Scope

This policy applies to all IFLAI employees who are parents or expect to become parents soon. We do not differentiate between biological, adoptive, or step-children under an employee's care or custody.

Policy Elements

Our policy covers various needs associated with child expectancy and care, including maternity leave, paternity leave, adoption leave, and other parental necessities, as outlined below:

Maternity Leave

Maternity leave is a temporary absence for expectant mothers to manage pregnancy, childbirth recovery, and childcare. During paid maternity leave, position, benefits, and pay remain unchanged. In case of organizational changes affecting your job, we will keep you informed and find solutions in compliance with the law.

Paternity Leave

Paternity leave is for male-identifying employees who need time to care for and bond with their newborn child. Like maternity leave, your job position, benefits, and pay remain unchanged, and any necessary organizational adjustments will be handled sensitively and lawfully.

Adoption Leave

Adoption leave is for employees who become legal guardians of a child. It is a time for bonding and handling adoption-related procedures.

Other Parental Leave

This includes leave for various child-related responsibilities such as medical appointments, care for a sick child, school visits, or counseling sessions. Flexible work arrangements can be considered for a year after maternity or paternity leave ends.

Procedure

Request for maternity or paternity leave should be made to your supervisor/manager and HR at least four months in advance, with exceptions for unforeseen circumstances. For other parental leave, please inform your supervisor at least two days in advance.



Gender Intersection and Inclusive Language Policy

Our Commitment

IFLAI is dedicated to creating a positive work environment where every team member can achieve their full potential. Part of our responsibility is to provide the necessary policies, language, and understanding to facilitate comfortable and effective communication. This commitment is key to fostering higher engagement, performance, and overall well-being.

Scope and Purpose

This policy applies to all IFLAI employees. We recognize that the effects of gender inequality are often intensified by other forms of discrimination, such as race, ethnicity, sexual orientation, class, disability, language, and migration status. Our approach includes an intersectional lens to address these differential impacts at work, committing to ongoing structures for inclusive communication and flexibility in self-identification that benefits our employees.

Policy Elements: Gender Intersections

Overview: Intersectionality acknowledges the compounding effects of systemic oppressions like racism, classism, and sexism. This framework guides IFLAI to ensure no employee is overlooked due to their intersecting identities, acknowledging that these identities are often sources of exclusion.

Commitments: To incorporate intersectionality, IFLAI's management will consider:

1. Whether policies address inequalities across various identities: gender, race, ethnicity, sexual orientation, class, disability, language, and migration status.
2. If the policy is gender-focused, addressing how it impacts men and women differently, or if it is gender-neutral, not emphasizing differences.
3. The policy's ability to avoid stigmatizing specific groups while challenging the privileges of others.
4. Including employees from diverse intersectional backgrounds in the policy-making process.

Policy Elements: Gender Inclusive Language

Overview: Gender identity is an individual's personal sense of their gender, which might differ from their sex assigned at birth. It's more than just pronouns; it affects various aspects of life, including health, risk exposure, employment, and social well-being.

Scope: This policy is inclusive of all genders, recognizing the unique challenges faced by women, girls, men, and boys due to gender norms.

Commitments: Management is committed to:

1. Using non-discriminatory language that aligns with individuals' gender identities.
2. Making gender visible in communication when relevant, using both feminine and masculine forms.
3. Not emphasizing gender when it's irrelevant to the communication.



Self Development and Continued Education Policy

Our Commitment

IFLAI is committed to fostering a positive work environment that empowers every team member to reach their full potential. We believe in providing our employees with the agency, time, and resources necessary for their continued education, as this is crucial for enhancing engagement, performance, and well-being.

Scope and Purpose

This policy is applicable to all IFLAI employees who have completed their probationary period. We recognize that managing self-development is a personal endeavor, but we also believe in the positive impact of employer support in this journey. Through this policy, IFLAI commits to offering structured learning opportunities for continuous personal and professional growth.

Policy Elements

This policy details the responsibilities of both the employee and IFLAI in areas such as:

- Needs assessment
- Personal Learning Plans (PLPs)
- Evaluation of learning outcomes

Policy Elements

Individual / Employee Responsibilities:

1. Conduct regular self-assessments aligned with job responsibilities and career aspirations.
2. Stay informed about developments in the field and seek opportunities to bridge competency gaps and advance skills and knowledge.
3. Develop a PLP focusing on improving current performance and future career progression.
4. Make informed choices about formal and informal learning resources.
5. Prioritize learning for present responsibilities before preparing for new positions.

IFLAI's Responsibilities:

Structural Support: Allocate 5-10% of work hours for professional development activities like workshops, conferences, in-service training, informal learning projects, and professional association involvement.

Evaluation: Adopt a quality-focused approach to evaluate the effectiveness of PLPs, aligning them with the company's mission and measuring them against initial objectives and actual outcomes.