

PILAR

Building a Culture of Inclusion at Pilar

Our Position

At Pilar, our vision is rooted in a clear commitment to responsible business practices and a deep respect for diversity in all its forms. We are an emerging international company, and our diverse backgrounds enrich our capacity for innovation and creativity. Our core strength lies in our people, and we believe that creating an inclusive culture is essential for the success of our mission.

Mission and Responsibility

Our mission is to pave the way for sustainable societies where both people and nature thrive. We recognise that achieving this goal requires collaboration with clients and partners and are dedicated to reflecting the diversity of the societies we serve. As a responsible company, we aim to leverage our position to increase workforce diversity and create opportunities for underrepresented groups in our industry.

Our Approach

While we may not have a long history like some established organisations, our commitment to building an inclusive culture is unwavering. We base our approach on aspirational targets that provide a clear framework for our initiatives and actions.

Our Aspirational Targets

- **Create an Inclusive and Belonging Organization:** Our goal is to establish an organisation that embodies inclusion and belonging, reflecting our commitment to society.
- **Gender Representation:** We aspire to achieve a more balanced organisation with a strong focus on gender representation. By 2025, we aim for a gender balance of 60% / 40%, which can be with a majority of both females and males across our workforce. Senior Management will also reflect this balance.
- **Diversity and Equity in People Processes:** Embedding diversity and equity in our people processes is a priority. We work to mitigate and challenge bias in decision-making at every stage of the talent journey.

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Gender Equality Plan (GEP)

Actions at Pilar

We have outlined several actions that emphasise our commitment to inclusion and diversity to bring our global aspirations to life.

At Pilar, we are committed to fostering a work environment that champions diversity, inclusivity, and gender equality. Our Gender Equality Plan (GEP) reflects this unwavering dedication and addresses key elements in ensuring equality in the workforce.

Publication and Leadership Commitment

This Gender Equality Plan is a formal document accessible on our organisation's website, underscoring our commitment to transparency and accountability. Our top management proudly signs it, demonstrating their wholehearted dedication to its principles and objectives.

Dedicated Resources

We recognise that ensuring gender equality necessitates dedicated resources and expertise. Pilar has allocated a special focus to provide a profound understanding of gender issues and an unwavering commitment to implementing the GEP. The responsibility for ensuring our commitment follows the Human Resources. When writing this, the responsibility is placed on our CEO, but as the organisation grows, it will be moved to the HR, backed by the CEO.

Data Collection and Monitoring

Pilar places great emphasis on data-driven decision-making. We collect and analyse sex/gender-disaggregated data regarding our personnel, ensuring transparency and accountability. Additionally, we conduct annual reporting based on specific gender-related indicators, allowing us to measure progress and adapt our strategies accordingly.

Training and Awareness

To cultivate an inclusive and gender-equal workplace, Pilar conducts regular training sessions aimed at raising awareness of gender equality issues and addressing unconscious gender biases. These sessions target both our staff and decision-makers, fostering a more inclusive and equitable culture.

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Content-wise Areas Covered

Pilar's Gender Equality Plan encompasses a wide range of areas, each addressed through concrete measures and targets:

- **Work-Life Balance and Organizational Culture:** We strive to create a work-life balance that supports the diverse needs of our employees while fostering a positive organisational culture.
- **Gender Balance in Leadership and Decision-Making:** Pilar is committed to achieving gender balance at all levels of leadership and decision-making, promoting diversity in our leadership teams.
- **Gender Equality in Recruitment and Career Progression:** We have implemented measures to ensure gender equality in recruitment processes and facilitate all employees' career progression, regardless of gender.
- **Integration of the Gender Dimension into Research and Teaching Content:** Pilar recognises the importance of integrating the gender dimension into our research and teaching content, contributing to a more inclusive educational and research environment.
- **Measures Against Gender-Based Violence, Including Sexual Harassment:** Our GEP includes robust measures to prevent and address gender-based violence, including sexual harassment, ensuring a safe and respectful workplace for all.

By adhering to these principles and implementing concrete actions, Pilar is committed to advancing gender equality in every facet of our organisation. Our Gender Equality Plan is not just a document; it's a living testament to our dedication to creating a more inclusive and equitable future for all.

Remember, we may be a new company at Pilar, but our commitment to building a culture of inclusion and diversity is resolute. Together, we strive to create a workplace where everyone can thrive and contribute to our mission of sustainable societies.

Mikkel Ibsen,

Pilar CEO

