

Gender Inclusivity and Diversity Policy for Partega

Objective: This policy is designed to promote gender inclusivity and increase female representation within Partega. It outlines specific action items, strategies, and measurable goals (SGI units) to address the gender disparity in our workforce while acknowledging the unique challenges of the construction industry.

1. Vision and Commitment Partega is committed to creating a more inclusive workplace where diversity thrives, and opportunities are equitable for all employees. While recognizing the male-dominated nature of the construction industry, we aim to break barriers by attracting and retaining talented women across various roles, including fieldwork, administration, and leadership.

2. Current State Analysis

- Total employees: 33 (1 woman)
 - Board members: 4 (1 woman)
 - Administrative roles: 1 (held by a woman)
 - Current challenges:
 - Travel-heavy roles (4 days/week travel requirement)
 - Lack of in-house positions in fields such as economy, law, HR, and sales, which may appeal to a broader talent pool.
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3. Strategic Goals

- Increase female representation across all levels, with specific emphasis on:
 - Administrative and office-based roles.
 - Field roles where feasible, with appropriate support mechanisms.
 - Build a sustainable talent pipeline by engaging with schools, colleges, and professional networks to promote careers in construction for women.
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4. Action Plan

4.1 Immediate Actions (0-12 Months)

1. Outreach and Awareness:

- Partner with organizations and institutions that support women in construction to advertise Partega as an inclusive employer.
- Update job descriptions and recruitment materials to explicitly state our commitment to gender diversity.

2. Employee and Management Training:

- Train hiring managers and board members on unconscious bias and gender inclusivity.
- Provide ongoing support for inclusivity in the workplace.

3. Policy Updates:

- Develop travel policies that offer flexibility (e.g., 3 days of travel instead of 4, remote work options) to make roles more accessible to women.

4. Role Audits:

- Review existing outsourced services (economy, law, HR, sales) to identify roles that can be brought in-house as the company grows.

4.2 Medium-Term Actions (1-3 Years)**1. Hiring for Office-Based Roles:**

- Transition outsourced functions into internal roles. Prioritize recruiting women for these positions.
- Create new job opportunities in areas like marketing, communications, and client relations that align with typical preferences and expertise among women.

2. Internship and Apprenticeship Programs:

- Launch programs aimed at attracting young women to the construction industry.
- Partner with trade schools and universities to offer internships, with a target of 50% female participation.

3. Mentorship and Support:

- Establish mentorship programs pairing female board members or external mentors with potential hires to support professional development.

5. Long-Term Vision (3+ Years)

1. Increased Board Representation:

- Aim for at least 30% female representation on the board by identifying and promoting qualified female candidates.

2. Inclusive Workplace Culture:

- Develop a workplace culture that supports diversity through regular feedback, inclusion surveys, and cultural competency initiatives.

3. Recognition and Partnerships:

- Pursue certifications and partnerships that recognize Partega as a leader in gender inclusivity within the construction industry.
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6. Success Metrics (SGI Units)

• Short-Term:

- Percentage of job postings explicitly mentioning gender inclusivity (Target: 100%).
- Number of training sessions conducted on gender bias (Target: 4 in 12 months).

• Medium-Term:

- Increase in female hires in office-based roles (Target: At least 3 women within 3 years).
- Female participation in internship programs (Target: 50%).

• Long-Term:

- Female representation on the board (Target: 30% by 2027).
 - Overall female workforce representation (Target: 15% by 2027).
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7. Monitoring and Follow-Up

• Quarterly Reporting:

- Track and report progress against SGI units.
- Share updates with employees and stakeholders.

• Annual Review:

- Conduct an annual review of this policy and its outcomes.
- Adjust action items and SGI units as needed to reflect company growth and evolving industry trends.

8. Revision History: To ensure transparency and accountability, the following table will document all revisions made to this policy document:

Revision Nr	Date	Description of changes	Approved by
1.0	2024-12-01	Setting up new document	Christian Blomquist
1.1	2024-12-14	Adding quantified goals	Anthon Paulsson

Conclusion Partega acknowledges the challenges of gender diversity in the construction industry and commits to implementing this policy to ensure a more balanced and inclusive workforce. Together, we will foster an environment where everyone can thrive and contribute to our shared success.