



**NetTechnologies**

**Gender Equality Plan  
Net Technologies Finland Oy 2026–2029  
Helsinki, Finland**



## **Net Technologies Finland Oy – Gender Equality Plan (2026–2029)**

### **Commitment to Equality, Inclusion and Equal Opportunities**

This document provides a summary of the Gender Equality Plan (GEP) of for the period 2026–2029.

At Net Technologies Finland Oy, we believe that diversity, inclusion, and equal opportunity are essential for building a strong, innovative, and sustainable organisation. We are committed to fostering a workplace culture where all employees are treated fairly, respected equally, and supported in their professional growth, regardless of gender, background, or personal circumstances.

Our Gender Equality Plan (GEP) for 2026–2029 establishes a structured framework for promoting gender equality across all levels of the organisation. The plan reflects our commitment to European values, responsible business practices, and continuous organisational improvement.

As a company operating in international and technology-driven environments, we recognise that diverse teams contribute to stronger collaboration, broader perspectives, better decision-making, and more resilient outcomes. Gender equality is therefore not only a compliance objective, but also an important part of our organisational culture and long-term strategy.

### **Scope of the Plan**

The Gender Equality Plan applies to all employees and organisational functions within Net Technologies Finland Oy, including:

- Management and leadership
- Engineers and technical specialists
- Project managers and operational personnel
- Sales, marketing, and business development teams
- Administrative and support staff
- Board members

The plan supports equal opportunities throughout recruitment, career progression, leadership development, workplace culture, and day-to-day operations.

### **Governance and Responsibility**

The implementation of the Gender Equality Plan is overseen by the company's management and supported by a dedicated Gender Equality Team composed of representatives from Operations, Management, and Communications functions.

Key responsibilities include:

- Monitoring progress and reviewing equality-related practices
- Supporting awareness and communication activities

- Coordinating the implementation of equality measures
- Ensuring gender equality principles are integrated into organisational processes

The company also commits to allocating appropriate human resources and organisational support to ensure the successful implementation of the plan.

## **Our Main Priorities**

### **1. Work-Life Balance and Inclusive Organisational Culture**

Net Technologies Finland Oy promotes a flexible and supportive working environment that allows employees to balance professional and personal responsibilities effectively.

The company maintains:

- Fully remote work practices
- Flexible working hours
- Respect for local public holidays and weekends according to employees' countries of residence
- Open communication regarding workload and well-being
- Regular 1:1 discussions and feedback opportunities

Employee well-being is monitored through ongoing communication, optional anonymous surveys, and regular management check-ins. The organisation aims to identify workload-related stress early and encourage sustainable working practices.

### **2. Gender Balance in Leadership and Decision-Making**

We are committed to fostering inclusive leadership and ensuring equal opportunities for professional growth and participation in decision-making processes.

Leadership development opportunities are open to all employees based on skills, experience, and potential. Diversity in leadership, project teams, and operational functions is continuously monitored and encouraged.

The organisation values diversity not only in terms of gender, but also in cultural background, professional expertise, and experience.

### **3. Fair Recruitment and Career Progression**

Net Technologies Finland Oy follows transparent, fair, and gender-neutral recruitment and promotion processes.

Our approach includes:

- Skills-based recruitment and evaluation
- Consistent interview and assessment procedures

- Equal access to career development opportunities
- Transparent communication regarding promotions and role changes

The company monitors workforce composition, promotion rates, and retention trends to ensure fairness and identify any unintentional bias.

We believe that professional growth should always be based on competence, contribution, and organisational needs.

#### **4. Integration of Gender Perspectives in Projects and Innovation**

As an organisation involved in research, innovation, and international collaboration projects, Net Technologies Finland Oy actively supports initiatives that promote inclusion, equal opportunities, and gender awareness.

The company participates in projects and consortia that:

- Promote inclusive education and workplace practices
- Support underrepresented groups
- Encourage equal participation in professional environments
- Advance diversity and equality awareness

Lessons learned from these projects are integrated into the company's own workplace culture and operational practices.

#### **5. Prevention of Harassment and Gender-Based Discrimination**

Net Technologies Finland Oy maintains a zero-tolerance approach toward gender-based violence, discrimination, harassment, and inappropriate conduct.

The organisation is committed to ensuring a safe, respectful, and psychologically secure workplace for all employees.

Measures include:

- Development and implementation of anti-harassment procedures
- Confidential reporting mechanisms
- Fair and respectful handling of concerns and investigations
- Protection against retaliation for employees who report concerns
- Awareness and training activities related to workplace respect and inclusion

Employees are encouraged to raise concerns in a confidential and supportive environment.

## **Training and Awareness**

Sustainable progress in gender equality requires continuous awareness and education.

The company will implement training and awareness activities related to:

- Gender equality principles
- Inclusive leadership
- Unconscious bias
- Prevention of discrimination and harassment
- Respectful workplace practices

Training activities will target employees across all organisational levels, including managers and decision-makers.

## **Monitoring and Continuous Improvement**

To ensure accountability and effectiveness, the Gender Equality Plan includes ongoing monitoring and annual review processes.

The company will collect and evaluate data related to:

- Workforce composition
- Leadership representation
- Recruitment and promotions
- Employee well-being and retention
- Participation in equality-related training and initiatives

The Gender Equality Team will review progress annually and recommend updates or improvements where necessary.

Feedback from employees and stakeholders will also contribute to the continuous development of equality measures and organisational practices.

## **Communication and Transparency**

This Gender Equality Plan is publicly available as part of Net Technologies Finland Oy's commitment to transparency, inclusion, and responsible business conduct.

Internally, gender equality initiatives and updates will be communicated through:

- Staff meetings
- Awareness sessions and training
- Internal communication channels
- Feedback and reporting mechanisms

By embedding equality principles into everyday operations, Net Technologies Finland Oy aims to maintain a workplace culture built on respect, fairness, collaboration, and equal opportunity for all.

### **Looking Ahead**

Through this Gender Equality Plan, Net Technologies Finland Oy reaffirms its commitment to building an inclusive and supportive work environment where every individual can contribute, grow, and succeed.

We recognise that achieving meaningful and lasting equality requires continuous effort, open dialogue, and ongoing improvement. By integrating these principles into our organisational culture and daily operations, we aim to create a workplace that reflects fairness, professionalism, innovation, and respect for all people.

### **Approval and Signature**

This Gender Equality Plan has been formally approved and endorsed by the top management of Net Technologies Finland Oy

**Name:** Hilikka Jäppinen

**Position:** Senior Consultant

**Date:** 18.05.2026

**Signature:**



**Net Technologies**  
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**End of Summary**