

Management commitment letter: annex to the VTT Gender Equality Plan

VTT ELT has strongly committed to promoting equality, diversity, inclusion and accessibility.

Gender Equality plays a key role in VTT's strategy and mission. The VTT Executive Leadership Team strongly supports, and specifically links these actions to, [the priority of the European Union regarding gender equality](#), committed to promoting gender equality in research and innovation.

The implementation of the gender equality plan (GEP), outlined here, is interlinked with the wider context related to our Diversity, Equality and Inclusion (DEI) framework within the Corporate Responsibility entity.

VTT has a long-standing commitment to enhance gender equality and has collected, analysed, reported and published data actively as a part of its annual reporting for years. Base on this we have done a thorough analysis to point out the places of improvement and topics for training and competence building in the wider context at VTT. The VTT GEP plan consists of specific actions, including existing and future planned actions, which are subject to continuous monitoring, development and updates. These actions are clustered across seven different areas of intervention with their own measures and targets.

- Commitment of dedicated resources and gender expertise to implement the GEP, including dedicated HR resources, tool development, dedicated task forces, internal development projects and experts on responsible research.
- Regular data collection for monitoring and support for decision making for future actions. Sex/gender disaggregated data on personnel is published as part of the VTT annual reporting.
- Measures for work-life balance and organisational culture, including planned actions on Gender-sensitive communication; Childcare provisions and flexible working arrangements; and Maternity/paternity/parental leave provisions.
- Gender balance in leadership and decision making is supported and monitored with the executive leadership team, including 67% of women and 33% men as members.
- Gender equality in recruitment and career progression.
- Integration of the gender dimension into research and training content, including internal experts for project preparation and implementation, as well as a dedicated online training module available for all employees.
- Measures against gender-based violence, including sexual harassment, which include specific processes, responsible resources and a whistleblowing tool.

With this document, VTT endorses the presented Gender Equality Plan and states that the organisation has dedicated resources to further implement and monitor the measures listed here.

A handwritten signature in blue ink, appearing to read 'Antti Vasara', is written over a light blue horizontal line.

Antti Vasara