

Gender Equality Plan

SelgeSiht OÜ supports the promotion of gender equality within the organisation and strives to identify and mitigate possible deviations. The Gender Equality Plan (GEP) is part of the broader implementation of SelgeSiht OÜ's principles of equality and diversity. SelgeSiht OÜ respects differences and does not tolerate discrimination based on gender, race, skin colour, age, or other differences.

The GEP applies to all fields of activity and units of the organisation, including CESERE (the Centre for Community, Environmental Sustainability and Security Research) and the SelgeSiht Centre for Environmental Awareness and Nature Education.

This GEP aligns with the European Horizon requirements for a Gender Equality Plan. The focus areas of the plan and the sustainable implementation of equality principles are described in greater detail below.

1. Management Responsibilities, Data Collection and Training

1.1 Management Responsibilities

This GEP has been signed by a member of the company's management board. The management of SelgeSiht OÜ ensures that the plan is distributed to all employees, including full-time, part-time, and temporary employees. The GEP is published on the SelgeSiht OÜ website at <https://selgesiht.eu>.

SelgeSiht OÜ is responsible for ensuring that all employees are aware of the GEP. SelgeSiht OÜ implements appropriate corrective measures when discrimination is observed or reported. The management board of SelgeSiht OÜ analyses the implementation of the GEP once a year and, where necessary, makes recommendations for its improvement. The management board and all managers are required to ensure on a daily basis that no discrimination based on gender, race, skin colour, age, or other differences occurs in communication with employees, cooperation partners, and/or clients.

1.2 Data Collection and Monitoring

Data collection and monitoring support the continuous implementation of equality at SelgeSiht OÜ. SelgeSiht OÜ analyses the collected data to ensure equality and, where necessary, implements measures for additional data collection and monitoring. The data collected and monitored to ensure equality include: the number of employees (including full-time, part-time, and temporary employees), their gender and organisational hierarchy (e.g. managers, experts and specialists, and other employees), as well as the distribution of hourly wages according to job group and gender.

1.3 Training

SelgeSiht OÜ provides employees with information materials concerning equality and how to avoid discrimination based on gender, race, skin colour, age, or other differences.

Where necessary, SelgeSiht OÜ also organises training on equality issues, including on the GEP. The purpose of the training is to ensure knowledge of equal opportunities, the principles of equality and respect with regard to gender, race, skin colour, age, and other differences, as well as the rights and possibilities to report or appeal violations of equality principles.

2. Focus Areas of the Gender Equality Plan

The focus areas of this GEP are:

- work-life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career development;
- integration of the gender dimension into research and education content;
- measures against gender-based violence, including sexual harassment.

The following sections explain these focus areas in greater detail.

2.1 Work-Life Balance and Organisational Culture

Equality, equal treatment, and diversity are important cornerstones of the organisational culture of SelgeSiht OÜ. SelgeSiht OÜ promotes an open and inclusive working environment, supports the development of all employees, highlights their strengths and positive qualities and skills, and strongly supports employees' work-life balance.

SelgeSiht OÜ promotes sustainability and an environmentally friendly approach in daily activities, supports the balance between employees' professional and personal lives, flexible working arrangements, parental leave, and caregiving responsibilities.

2.2 Gender Balance in Leadership and Decision-Making

SelgeSiht OÜ promotes gender balance in leadership and decision-making bodies. To ensure equal opportunities for different genders in any position within the organisation, SelgeSiht OÜ continuously evaluates opportunities for gender balance at all management and staff levels.

SelgeSiht OÜ strives for gender balance in decision-making. To achieve this, SelgeSiht OÜ promotes a unified organisational structure and participatory decision-making by employees. This helps to overcome potential unavoidable gender imbalances arising from the organisation's small size.

SelgeSiht OÜ seeks and promotes new activities and projects while ensuring gender balance among managers and project leaders.

2.3 Gender Equality in Recruitment and Career Development

SelgeSiht OÜ applies the principles of gender equality and diversity in its recruitment process. SelgeSiht OÜ uses inclusive and gender-neutral language in information concerning recruitment, opportunities, vacancies, and selection procedures. The selection process is based on candidates' experience, competencies, and abilities, without preference based on gender.

The organisation promotes equal career opportunities and balanced representation of men and women in different roles and fields of activity, taking into account professional competence and development potential.

2.4 Integration of the Gender Dimension into Research and Education Content

SelgeSiht OÜ promotes and implements diversity in the management of research and development activities across all levels and areas of research, cooperation, and practical activities.

SelgeSiht OÜ also incorporates diversity and equality analysis, including gender analysis, into its research and educational outputs where relevant and justified.

Where relevant and justified, the organisation takes into account the gender dimension of trainees and study groups in its educational and training activities.

2.5 Measures Against Gender-Based Violence, Including Sexual Harassment

SelgeSiht OÜ continuously monitors compliance with clear principles and institutional policies concerning sexual harassment and other forms of gender-based violence within the organisation. The key aspects include:

- clearly defined and promoted values emphasising respect regardless of gender, race, skin colour, age, or other differences;
- needs-based training for all employees on different forms of sexual and gender-based harassment, related prejudices, and strategies for combating such behaviour, as well as ensuring access to relevant informational materials.

SelgeSiht OÜ records all complaints concerning cases of gender-based violence, including sexual harassment. The company also collects suggestions for improving the GEP and related issues.

3. Sustainable Implementation of the Gender Equality Plan

SelgeSiht OÜ analyses and, if necessary, updates the GEP once a year or based on needs identified through case or trend analysis.

Tallinn, 31 January 2023; updated 20 March 2026