



## **RLI Gender Equality Plan**

### **Policy Statement**

Reiner Lemoine Institute is an independent non-profit research institution working towards a future with 100 % renewable energy. Our main goal is to help mitigate human-made climate change and preserve a livable world for future generations. This includes doing our share as employer to improve other aspects of life and society as well. Gender equality is one of RLI's core values and is laid down in Article 8 of the [RLI Charter](#), which is the institute's general policy document. RLI is the first and only energy research institute in Germany that has achieved gender parity on all organizational levels.

### **RLI's understanding of gender equality**

At RLI, people of all genders work together as equals. Being aware of the imbalance of genders in the energy industry in general, we want to actively set a counter example and make women's work for the energy transition visible, as well as the work of non-binary people who are often made invisible. We are aware that there are more than two genders and seek to create a work environment and the necessary infrastructure that allows any individual to prosper and never face disadvantages because of their gender or sexual orientation. At RLI, all genders are welcome and will receive the institution's support wherever needed.

Gender aspects are also part of several RLI research projects, as in many parts of the world, women are disproportionately affected by energy poverty and also by climate change consequences.

### **Concrete measures that RLI has taken to achieve gender equality:**

- ▶ Review and assurance of equal pay in the institute with the help of recognized and suitable instruments.
- ▶ Internal gender equality awareness trainings and women empowerment events.
- ▶ Constant monitoring and reporting of RLI staff demographics.
- ▶ Support for and participation in career events for women and girls in STEM.
- ▶ Training and education about gender issues in career development and recruitment.
- ▶ Provision of special educational opportunities for women only, designed to enable them to reach qualified positions.
- ▶ Availability of flexible working hours and home office to meet individual needs, especially to those who do care work in their private life.
- ▶ Open and welcoming communication about the option to take parental leave for all employees. During parental leave, RLI keeps in touch with employees and offers opportunities to participate in company training, substitute assignments and return-to-work agreements.