



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 almost all organizational levels. On average, 63 percent in leading positions at RLI are female. The amount of female employees regarding the complete staff at RLI is 45 percent (in 2021). RLI's goal is to maintain and continue to promote the state of gender parity among employees at all levels. RLI management puts a "Gender Equality Officer" in place who is responsible for the implementation of this Gender Equality Action Plan.

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. RLI welcomes all genders and gives 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 retain und improve gender equality:

- ▶ Constant monitoring and annual reporting of RLI staff demographics
- ▶ Internal gender equality awareness trainings and women empowerment events
- ▶ Review and assurance of equal pay in the institute with the help of recognized and suitable instruments
- ▶ Training and education about gender issues in career development and recruitment
- ▶ 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
- ▶ Support for and participation in career events for women and girls in STEM
- ▶ Provision of special educational opportunities for women only, designed to enable them to reach qualified positions
- ▶ RLI will not tolerate harassment between employees. This conduct could be considered as misconduct from the employee that entails a disciplinary measure
- ▶ Raising employee awareness of the issue of sexualized violence and harassment through workshops and events

- ▶ Creation of guidelines and reporting routines as part of the direct effort to prevent harassment
- ▶ Persons of trust are approachable for employees

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