

GENDER EQUALITY PLAN for the European Distributed Energy Resources Laboratories e.V.

Version October 2022

DERlab e.V. is a non-for-profit organization registered in Kassel, Germany in 2008 with the registration number VR 4677. DERlab is an association of leading laboratories and research institutes in the field of distributed energy resources equipment and systems, developing joint requirements and quality criteria for the connection and operation of distributed energy resources (DER) and supporting consistent development of DER technologies.

DERlab e.V. promotes equality of opportunities with respect to religious belief, political opinion, race, disability, age, sex, pregnancy and maternity, sexual orientation, married or civil partnership and gender reassignment.

We have developed this Gender Equality Plan, which is a voluntary initiative designed to ensure that DERlab employment and service provision policies meet legal requirements across all equality categories:

1. Work-life balance and organizational culture.
2. Gender balance in leadership and decision-making.
3. Gender equality in recruitment and career progression.
4. Integration of the gender dimension into research and teaching content.
5. Measures against gender-based violence including sexual harassment.

The Plan is designed to be flexible and evaluated regularly, at least on yearly basis, and updated as needed.

DERlab e.V. provides the resources to ensure the implementation of the Plan. The Plan is integrated into our day-to-day business and management processes.

The Gender Equality Plan is implemented as actions within the following areas:

1. Working options

DERlab offers the following flexibility gender-independent:

- full-time and part-time positions
- remote working
- flexible working time
- prioritizes work-life balance.

2. Career progression, training and mentoring

DERlab offers to all its employees, gender independent, the possibility and needed support to pursue their career development.

DERlab currently employs women in management and decision-making positions.

DERlab offers to all its employees, gender independent, the possibility to apply for trainings focusing on important qualities including management skills and self-confidence.

All employees are offered seamless integration into the team, guidance and advice for understanding, developing and gaining autonomy for performing their work-related tasks.

4. Recruitment processes

- The shortlist of candidates created during recruiting includes at least one woman.
- We use structured interviews, which means that the same questions are asked to all candidates.
- The decision on the employment of a person is strictly based on their skills and expertise meeting the job opening requirements.

5. Salary negotiations

For salary negotiations the following applies:

- the salaries are being organised according to the “Collective agreement for the public service” (Tarifvertrag für den öffentlichen Dienst – TVöD, <https://oeffentlicher-dienst.info/tvoed/bund/>) rules, which is gender-independent; the applicable criteria for salary grouping considers the expertise of the candidate and the tasks which are related to the offered position.

6. Integration of the gender dimension in the research

The topics that our organization is working with are science, technology, engineering and communication related and are gender neutral. In our work we focus on questions such as the following, where we prioritize sustainability and addressing societal needs:

- What are the societal and environmental needs?
- Who are the stakeholders of our research?
- How to best reach, communicate to and include the feed-back of the stakeholders?

7. Violence and sexual harassment

DERlab informs and educates its employees about no tolerance in these matters. There is a clear instruction to directly report such matters.

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Process

The Equal Opportunities Officer is appointed by the DERlab Board.

The Equal Opportunities Officer is the main contact person for all the DERlab employees for issues related to gender equality violation, violence and sexual harassment.

The Equal Opportunities Officer would discuss any reported case anonymously with one of the board members and initiate further action, as needed.

Any gender equality issues are to be included as agenda item "Status of GEP incidents", as soon as reported.

Approved by the DERlab Board

A handwritten signature in blue ink, appearing to read "Vaessen", written over a horizontal line.

Prof. ir. Peter T.M. Vaessen
Spokesperson DERlab Board

A handwritten signature in blue ink, appearing to read "Strauss", written over a horizontal line.

Dr.-Ing. Philipp Strauss
DERlab Board Member / Treasurer