

Leeuwarden, 22 October 2021

Concerning : Gender Equality Plan

To whom it may concern,

The Executive Board of Wetsus, European centre of excellence for sustainable water technology, is committed to the European Commission's Gender Equality Strategy for 2020-2025, and its aim to promote gender equality in research and innovation.

As of October 2021, the Wetsus workforce consists of 44% female and 56% male employees, and the Management team consist of 28% female and 72% male managers.

The Wetsus gender equality strategy is based on five pillars: Creating a safe and supportive working environment, Fostering gender awareness among the personnel, A qualified HR department, Facilitating the combination of career & family and Supporting women to take up a career in science and technology. This document lists, for each of these pillars, the policies and facilities put in place to promote gender equality.

Creating a safe and supportive working environment:

- Wetsus is a value-based organisation; equality, a socially safe and supportive working environment, and a healthy work-life balance are reflected in the Wetsus values. These values form the basis of the cooperation within Wetsus and are embedded in, amongst others, the HR policy, the recruitment procedure, the performance appraisal interviews, and the monthly executive board speeches.
- A Protocol regarding unwanted behaviour is in place, among others to prevent and address gender-based discrimination, sexual harassment and violence.
- One external and two internal confidential advisors are available to all personnel. These individuals have successfully completed an accredited Confidential Advisor course, and have a dedicated and protected Confidential Advisor appointment. One of the roles of the Confidential Advisors is to help to identify and address gender-based discrimination, sexual harassment and violence.

Promoting gender equality through awareness creation:

- Wetsus supports and facilitates employees (incl. managers) to participate in the workshop Inclusion and diversity, this workshop deals with unconscious biases, incl. on gender.
- All Wetsus employees follow an advanced communication course to reflect upon, and create awareness about, one's personal communication style and the communication style of others, in order to support effective and respectful communication and feedback.

Expertise at the HR department:

- At the HR department, sufficient expertise is present to safeguard gender equality during recruitment and performance appraisal. This is evident from the “HR Excellence in Research” award of the European Commission for the implementation of the Code of conduct for the employment of researchers. Gender equality is one of the principles of this Code. See www.wetsus.nl/on-our-way-to-hr-excellence-in-research/ for more information.

Facilitating the combination of career & family:

- Each employee is stimulated by her/his manager to create and maintain a healthy balance between career & family
- All employees, including doctoral students, have the right to paid maternity and parental leave.
- Pregnant and nursing employees are exempt from doing laboratory work; arrangements for alternative work are available.
- The Wetsus building comprises a nursing room.
- Evening or night-time work is not required and discouraged, i.e. the Wetsus laboratories and offices are closed at night.

Supporting women to take up a career in science and technology

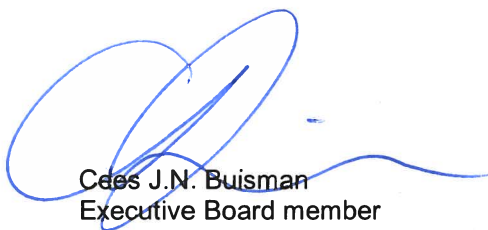
- Wetsus operates a programme to support women to enrol in STEM disciplines (www.wetsus.nl/news/girlsday/)

With the established policies and facilities listed in this letter and the ongoing efforts, we aim to make a significant contribution toward gender equality in research and innovation.

Yours faithfully,
WETSUS



Johannes Boonstra
Executive Board member



Caes J.N. Buisman
Executive Board member