



GEUS

# GEUS' EQUALITY POLICY

2023



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GEUS' equality policy is based on the fundamental belief all employees must have equal opportunities regardless of gender, race, religion, age, political opinion, sexual orientation, disability and national, social or ethnic origin. GEUS' equality policy is considered a crucial element at GEUS, together with GEUS' values, personnel policy, strategy and management charter.

Equal conditions and opportunities are a prerequisite for realising the great potential of diversity. Diversity can challenge habitual thinking, create innovation, provide a more dynamic approach to work tasks and be the basis for fruitful collaborations. GEUS therefore considers diversity to be an asset, and an essential one at that, if we want to ensure that our institution develops in step with society and continues to conduct excellent research and have the best competences.

Equality and diversity are thus linked. They are essential elements for a good workplace, and they help to ensure a modern, inclusive and open environment. They also help create the best possible conditions and framework for scientific work and, as a consequence of this, help GEUS realise our high ambitions and full potential and thereby contribute to the outside world.

## Purpose

The purpose of GEUS' equality policy is to prevent discrimination and ensure equal conditions and opportunities in relation to, for example:

- Employment
- Salary and allowance
- Competence-related development, including training, assignment of tasks, etc.
- Management, including project management and professional team management
- Dismissal

The equality policy sets the framework for our continuous work with equality and concrete equality measures, which are meant to contribute to the promotion of equality at all levels in the organisation.

## Equality-promoting initiatives

To strengthen our equality efforts, GEUS has set up an Equality Committee under the Cooperation Committee (Samarbejdsudvalget) and drawn up an action plan focusing on gender equality – this should be viewed in context with the equality policy. The action plan aims at gender equality to an even greater extent becoming an integrated part of our processes, thinking, actions, and thus our culture. It contains concrete activities and initiatives within the focus areas of hiring, equal pay, career/competence development, management, organisational development and culture.

GEUS' management actively works together with HR to continuously create more gender equality initiatives and to direct more attention to the gender equality area. The individual heads of department are also responsible for ensuring equality and a diverse mix of employees, as well as having an eye for the individual and their needs and wishes. The equality committee must, together with HR, ensure that GEUS works purposefully, result-orientated and realistically with gender equality.