

## **Gender equality at the Faserinstitut Bremen e.V.**

Gender equality is regarded as an fundamental management task at Faserinstitut Bremen e.V.. Equality between women and men is to be integrated as a quality criterion for ensuring good management in all control and decision-making processes and is to be regarded as a permanent overall task. Our primary goal is to achieve equality for all people, regardless of their sexual orientation or gender identity. The necessary skills of executive staff are built up and expanded within the framework of appropriate personnel training programs.

Faserinstitut Bremen e.V. actively pursues gender equality and therefore commits itself to applying the Bremen State Equal Opportunities Act (LGG). In those areas where women are underrepresented, Faserinstitut Bremen e.V. aims to increase the proportion of women within the staff. A transparent job advertisement and recruitment process with the participation of the women's officer from job advertisement to hiring is a central component for this.

The rights and duties of the Women's Officer and her substitute are regulated in accordance with our company agreement "Agreement on Equality between Women and Men" dated January 28, 2011.

In accordance with our company agreement, an ongoing analysis of the personnel structure takes place at the Faserinstitut Bremen e.V.. The results of the analysis are stored in our internal quality management system and reviewed annually by the management. As long as no gender equality has been achieved, activities to improve gender equality will be initiated.

Faserinstitut Bremen e.V. has been awarded the seal "family-friendly" since October 2019. Family-friendly or family-conscious personnel policy in the sense of "excellent family-friendly" ultimately means that company activities and offers, including flexible working hours and family-conscious management, create a framework that enables employees to better reconcile their private and career lives. In addition, employees are offered the option of mobile working, which is intended to facilitate the reconciliation of professional and private life.

When new employees are hired at Faserinstitut Bremen e.V., they are trained by the Women's Officer and/or the Vice Women's Officer on the topic of "Equality between women and men".

The annual Children's Future Day at Faserinstitut Bremen e.V. provides children from 5th to 10th grade with an insight into the various job opportunities as well as the research topics at Faserinstitut Bremen e.V.. Furthermore, they get an insight into the daily work of engineers, materials testers or technicians and learn the theoretical basics that play an important role in the development, production and testing of fibers, textiles and fiber-reinforced plastics.

Women's Officer: Mirka Ueter-Bothmann

Vice Women's Officer: Dr. Andrea Miene

Anti-Discrimination Officer: Mirka Ueter-Bothmann