

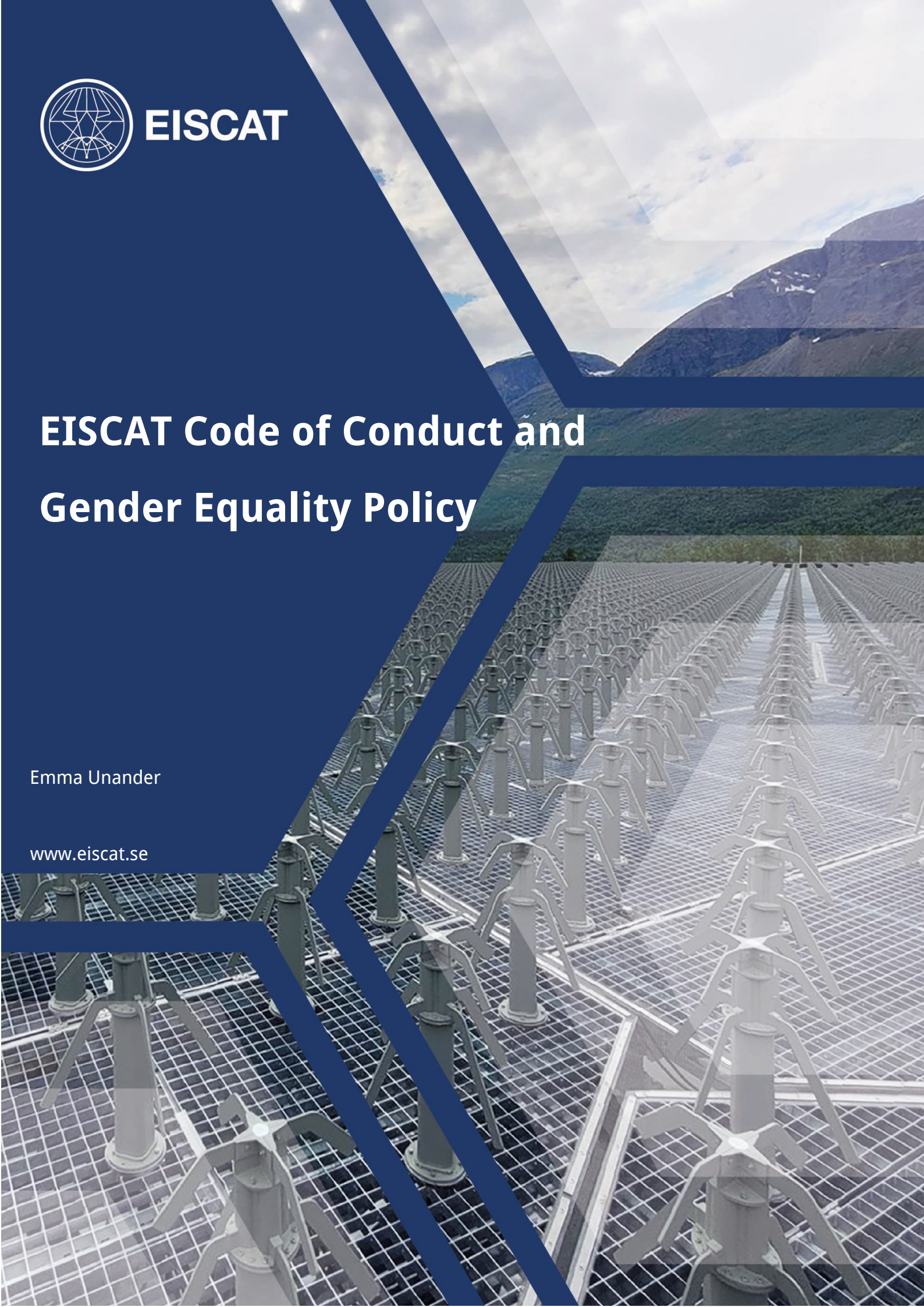


EISCAT

EISCAT Code of Conduct and Gender Equality Policy

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www.eiscat.se



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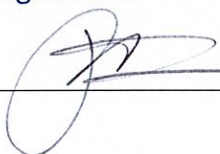


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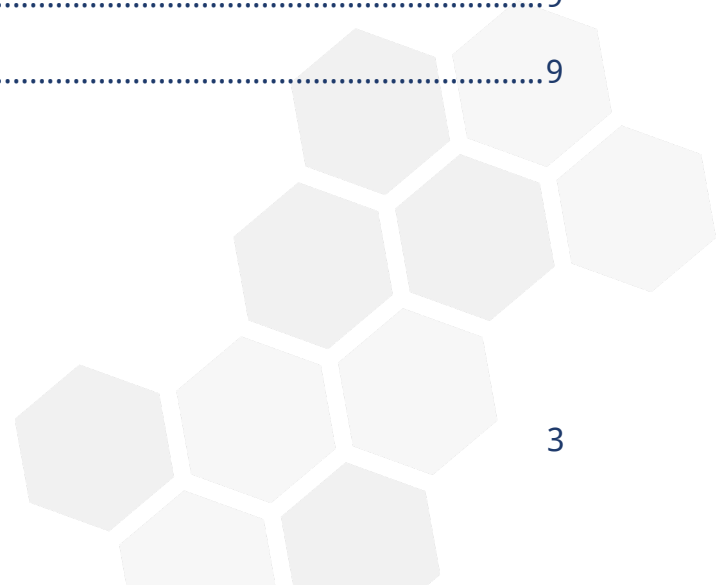
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EISCAT Code of Conduct and Gender Equality Policy

1. Purpose and Scope

Carrying out scientific work of the highest standard requires professionalism, integrity, and an inclusive working environment characterised by tolerance and mutual respect. These qualities require continuous effort and shared responsibility across the organisation.

This document establishes EISCAT's Code of Conduct and Gender Equality Policy, combining ethical principles with concrete actions to promote equality, diversity, and inclusion across all activities.

The members of the EISCAT community comprise individuals working at or for EISCAT, working with EISCAT data, or participating in governance structures and committees. All members are expected to comply with this document, reflect upon it, and contribute to its continuous improvement.

2. Core Values

2.1. Respect

We treat all individuals with dignity, fairness, and courtesy. We value diversity and foster an inclusive environment where differences are respected.

2.2. Responsibility

We are responsible for ensuring a safe, supportive, and inclusive workplace, and for contributing to a culture of trust and accountability.

2.3. Scientific Excellence

We strive for the highest standards in research and recognise that diversity and equality strengthen scientific quality and innovation.

3. Professionalism and Integrity

All members of the EISCAT community agree to:

- Familiarise themselves with applicable rules, regulations, and safety procedures.
- Exercise authority responsibly and avoid misuse of position.
- Demonstrate fairness, impartiality, and transparency.
- Give proper credit to others' contributions.
- Avoid conflicts of interest.
- Protect confidential information and respect privacy.
- Act in ways that uphold the reputation of EISCAT.

4. Equality, Diversity and Inclusion

EISCAT is committed to advancing gender equality and equal opportunities as a core organisational priority.

4.1. Non-Discrimination

All employment-related decisions, including recruitment; selection; evaluation and promotion, must be based on objective criteria such as qualifications, experience, and merit.

Discrimination based on gender, gender identity or expression, sexual orientation, age, disability, ethnicity, religion, or other protected characteristics is strictly prohibited.

4.2. Respect and Inclusion

All members of the EISCAT community shall:

- Promote inclusiveness in both professional and social contexts.
- Respect and value differences.
- Treat others with tact, courtesy, and respect.
- Actively discourage discrimination in all forms.

4.3. Zero Tolerance for Harassment

EISCAT does not tolerate harassment, bullying, or any form of abusive behaviour.

All members of the EISCAT community shall:

- Contribute to a safe and respectful work environment.
- Abstain from and actively discourage all forms of harassment.
- Be aware that behaviour or remarks may be perceived differently by others.

5. Gender Equality Objectives

EISCAT commits to the following objectives:

- Achieve balanced gender representation, aiming for at least 40% of each gender in leadership and decision-making roles.
- Ensure fair and unbiased recruitment processes.
- Monitor and reduce the gender pay gap, targeting less than 5% difference.
- Promote equal access to career development and advancement opportunities.
- Ensure a safe, inclusive workplace free from discrimination and harassment.

6. Implementation Measures

6.1. Recruitment and Career Development

- Use inclusive and gender-neutral language in job advertisements.
- Ensure diverse recruitment panels where possible.
- Apply transparent and merit-based evaluation criteria.
- Encourage balanced candidate pools.

6.2. Training and Awareness

Provide regular training on:

- Unconscious bias.
- Inclusive leadership.
- Prevention of harassment.
- Ensure managers receive appropriate equality training.

6.3. Work-Life Balance

- Support flexible working arrangements where possible.
- Promote equal access to parental leave and caregiving support.

6.4. Pay Equity

- Conduct periodic salary reviews.
- Address unjustified disparities.

6.5. Safe Working Environment

- Maintain clear standards for respectful behaviour.
- Promote a culture where individuals feel safe to speak up.



7. Measurable Indicators and Monitoring

EISCAT will monitor progress through the following indicators:

Area	Indicator	Target
Leadership	Gender balance	≥40% of each gender
Recruitment	Gender distribution	Balanced (±10%)
Pay	Gender pay gap	<5%
Training	Participation rate	100%
Workplace climate	Survey results & reports	Continuous improvement

Progress will be reviewed annually, and measures will be updated as needed.

8. Reporting and Handling Concerns

EISCAT ensures that concerns can be raised safely and appropriately.

Concerns may be raised:

- With the person involved, where appropriate.
- With a supervisor, designated representative, or management.
- Through alternative or external channels where necessary.
- Anonymous reporting should be possible where feasible.
- Retaliation against individuals raising concerns is strictly prohibited.

All concerns will be handled:

- Promptly.
- Fairly.
- With respect for confidentiality.
- Where necessary, an impartial committee may be appointed to investigate and resolve the issue.

9. Governance and Responsibility

EISCAT management is responsible for implementing and monitoring this policy.

- A designated role or group may oversee equality and inclusion efforts
- All members of the EISCAT community share responsibility for upholding this Code

10. Continuous Improvement

EISCAT recognises that fostering equality, diversity, and inclusion is an ongoing process. This document will be reviewed regularly and updated to reflect organisational needs, legal requirements, and best practices.

