

CLIMATE FARMERS GENDER EQUALITY PLAN

1. Work-Life Balance & Organisational Culture

We are a remote-first organisation. From flexible working hours to a flexible workplace (home office or coworking space) with above-average vacation allowances, we strive to make the work and family life puzzle easy for our team members.

Our culture strives to live, identify and define what a regenerative work culture looks like, now and in the future.

2. Gender Balance in Leadership & Decision-Making

Our leadership aims to be decentralised, where every individual is invited to uptake responsibility based on motivation, experience and skill set.

Through our company culture and an inclusive and transparent workflow, we aim to enable gender equality in leadership. Our small leadership team consists of $\frac{1}{3}$ female and $\frac{2}{3}$ male and we're striving for stronger empowerment. Our overall team currently consists of 40% female and 60% male.

3. Gender Balance in Recruitment and Career Progression

Climate Farmers is an equal opportunities employer. We do not discriminate based on race, religion, colour, sex, gender identity, sexual orientation, age, national origin, marital status or disability.

Our recruitment and career development are based on qualifications, merit and business need.

4. Training & Commitment of Gender Expertise

Our team gatherings are rooted in interactive and inclusive exchange, where our organisations' vision has the potential to be extended. Frequent workshops, training and development possibilities arise from bottom-up initiatives and our extended network, for example, a 3-part expert session on the menstrual cycle, mandatory for all male-identifying individuals on the team.

5. Measures against gender-based violence, including sexual harassment

Our team culture is based on open communication, transparent structures and the constant possibility for anonymous feedback. Everybody is invited to speak up whenever a situation demands it or if personal boundaries are crossed. We have frequent review and feedback cycles in which, both in a team setting, and in a one-on-one environment, issues and praise can be raised.

6. Data collection & Monitoring

Our data is safely stored and anonymised where possible to avoid unwanted gender discrimination.