

Gender Equality Plan

Erhvervshus Fyn (2026–2028)

Equality in Practice

At Erhvervshus Fyn, we are committed to being an inclusive and attractive workplace where well-being, professionalism, and results go hand in hand. We view gender equality as a natural and essential part of this work — both because it is the right thing to do and because it strengthens quality, collaboration, and our ability to create value.

We aim to create a framework in which all employees — regardless of gender — experience equal opportunities to contribute, develop, and take responsibility. This applies to recruitment, skills development, career opportunities, and leadership.

Our work on gender equality is closely connected to our broader efforts regarding well-being, diversity, and sustainability. It is integrated into our HR strategy and forms part of our annual ESG reporting, where we continuously monitor developments and work in a data-informed manner to strengthen an inclusive culture.

Through this Gender Equality Plan, we set the direction for how we systematically and practically work with gender equality — with respect for both diversity and professionalism. Our approach is that equal opportunities and high quality go hand in hand, and that a strong organization is created when different perspectives are brought into play.

Management holds the overall responsibility for supporting and developing these efforts, but work on gender equality is a shared responsibility that is carried out across the organization in everyday practice.

Governance and Resources

The Gender Equality Plan (GEP) is anchored in executive management and HR, integrated into the HR strategy, and forms part of the organization's overall ESG initiatives and annual ESG reporting. The plan applies to the entire organization.

The GEP is publicly available as part of the organization's documentation of its gender equality efforts.

The necessary resources are allocated for implementation and follow-up through the HR function and management-supported initiatives. This ensures that the work on gender equality is continuous, systematic, and embedded in the organization's daily practices.

Status 2025

Erhvervshus Fyn has a solid foundation for working with gender equality. The organization has an almost equal gender distribution among employees (49% women and 51% men) and a very limited gender pay gap of less than 2%.

At the same time, employee well-being and flexible working conditions are highly prioritized and widely applied throughout the organization, supporting equal opportunities across different life stages and individual needs.

There is still an imbalance in leadership positions, where women represent 30% of leaders. In addition, the organization recognizes that it does not yet fully reflect the diversity of society in terms of gender, age, and background.

At board level, full gender balance has been achieved, with 50% women and 50% men. This contributes to a strong foundation for equality in the organization's strategic direction and decision-making.

Areas of Action

Erhvervshus Fyn works with gender equality through a number of interconnected focus areas that collectively support both individual employee opportunities and the organization's overall development. The initiatives build on existing practices and further develop them with a clearer gender equality perspective.

Workplace Culture and Work-Life Balance

We actively promote flexible frameworks and a life-stage-oriented approach that supports employees in balancing work and private life. Flexible working hours, remote work opportunities, and individual adjustments contribute to creating a workplace where different needs can be accommodated across genders and life situations.

Gender Balance in Leadership

We work purposefully to strengthen the representation of the underrepresented gender in leadership positions. This is achieved through a focus on talent development, visibility of career paths, and equal access to leadership development activities. The goal is to ensure a broader and more balanced foundation for leadership within the organization.

Recruitment and Career Development

We work with open, transparent, and competency-based recruitment processes that support equal access to employment and career development. At the same time, we focus on attracting a diverse pool of applicants and reducing bias in recruitment processes through conscious leadership and structured methods.

Equal Pay

We work systematically to ensure equal pay for equal work through annual salary analyses and transparent pay principles. Any unexplained differences are identified and addressed as part of the organization's ongoing development efforts.

Skills Development and Training

Skills development is a central element of our work on gender equality. Through leadership development, bias-awareness training, and a focus on inclusive collaboration, we work to strengthen the organization's ability to create equal opportunities in practice.

The initiatives build on existing development activities and help embed gender equality as a natural part of leadership, collaboration, and organizational culture.

The purpose is to ensure that managers and employees have the necessary capabilities to translate gender equality into everyday practice.

Monitoring and ESG Integration

ErhvervsFyn works systematically and in a data-informed manner to follow up on gender equality initiatives. Key indicators such as gender distribution among employees and management, pay differences, recruitment, and employee well-being are monitored annually.

The results form an integrated part of the organization's annual ESG reporting. This ensures transparency, continuity, and ongoing development of the initiatives, while also supporting gender equality as a strategic and management-focused priority area.

Annual follow-up is conducted on gender distribution, pay, recruitment, and well-being. The results are included in the organization's ESG reporting and ensure transparency and continuous improvement.

Data is actively used as a basis for management decisions and forms part of the ongoing development of the organization's initiatives.

Timeframe

This Gender Equality Plan applies to the period 2026–2028 and is evaluated annually. The plan functions as a dynamic tool that is continuously adjusted in line with the organization's development and needs.

Odense, 20.05.2026

Niels Erik Haug-Larsen, CEO ErhvervsFyn

