

Diversity, Inclusion & Gender Equality Plan for KHR Architecture A/S

The purpose of this Diversity, Inclusion and Gender Equality Plan is to ensure our commitment to gender equality and to actively reduce structural barriers for gender equality, as well as developing and supporting the broader perspectives of diversity, equality and inclusion (DEI). With this Diversity, Inclusion and Gender Equality Plan, KHR Architecture (KHR) establishes a structure for our gender equality and DEI work outlining how the effort is organised in this area, as well as clarifying focus areas, actions, implementation, and follow-up processes.

In addition, KHR's Diversity, Inclusion and Gender Equality Plan also constitutes a contribution to the fulfilment of gender and equality dimensions in the UN's Sustainable Development Goals.

KHR currently employ 23 women (45,1%) and 28 men (54,9%). Management consists of 2 women (20%) and 8 men (80%) and the Board of Directors of 1 woman (33%) and 2 men (67%).

1. Dedicated resources

KHR has dedicated resources to the gender equality effort. The resources are organised through commitment across four internal entities, forming a Board of Diversity, Equality and Inclusion (DEI Board). The role of the Board of Diversity, Equality and Inclusion is to coordinate the efforts for the fulfilment of goals for gender equality and DEI aspects at KHR, including action plan, monitoring, and annual recommendations for evaluation by the executive management. The focus and purpose of the action plan for gender equality at KHR is to implement initiatives that increase gender equality and the overall DEI dimension for employees and in management, as well as encourages a responsible approach to the DEI dimension, including gender, in our services.

2. Organisation and plan

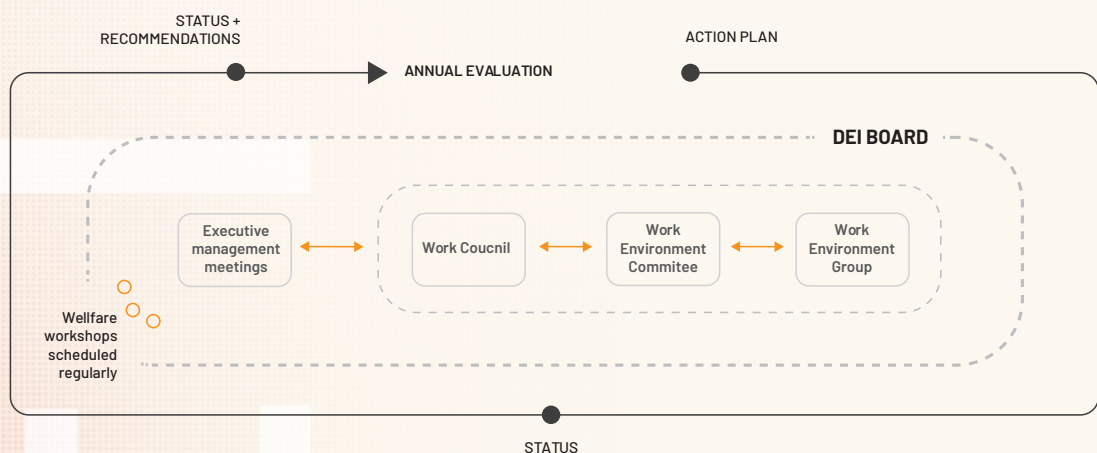
Planning, monitoring- and documentation is organised and carried out by the Board of Diversity, Equality and Inclusion, working across the three entities Work Environment Group (AMG), Work Environment Committee (AMU) and the Work Council (SU). Representatives from each entity gather in a yearly cycle, and are responsible for an annual action plan, a half-yearly status, a yearly status and recommendations. An annual evaluation of progress and recommendations is undertaken by the executive management and sets the framework for the action plan for the following year. Evaluations will include gender-disaggregated salary statistics.

2.1. Responsibilities and resources

Board of Diversity, Equality and Inclusion

Entity	Meeting frequency	Participants
Work Environment Group (AMG)	5 meetings annually	Work environment representatives
Work Environment Committee (AMU)	1 meeting annually	CEO, HR, work environment representatives
Work Council (SU)	6 meetings annually	CEO, partner, HR, sustainability -and work environment representatives
Executive Management Meetings	Weekly and 2-3 annual strategic meetings (FEB, APR, OCT)	CEO, partners

Annual cycle for the Board of Diversity, Equality and Inclusion



3. Training and raising awareness

As part of KHR's Diversity, Inclusion and Gender Equality Plan our goal is to increase and support a greater awareness of structural barriers and bias in our everyday work practice, management, recruitment and career progression. Our action plan and annual evaluation include awareness raising activities, among these an effort to reduce stereotyping and unconscious gender- and other bias as well as improving diversity and representation.

Focus areas

Based on our vision and commitment, our goals promote gender equality, diversity and inclusion across the following six focus areas, yet not limited to:

Work-life balance and organisational culture

KHR is committed to ensuring that we provide a positive working environment for everyone and a culture that enables each individual to reach their potential. We believe that giving our employees greater control in how they manage the whole-life balance between home and work life is a key component of achieving higher levels of engagement and performance as well as supporting the wellbeing of our employees. KHR has a dedicated Flexible Work Policy and Stress Policy, accessible to all employees via our Intranet. The Work Environment Committee is responsible for regularly updating the policy.

Gender balance in leadership, decision-making and organisation.

KHR is committed to promote gender balance in leadership, decision-making and across organisational layers. We acknowledge that gender equality and diversity are recognised to have beneficial effects on organisations, institutions and the overall economy. We strive to reduce the, often invisible, structural barriers which prevent women and gender non-confirming individuals from reaching upper-level positions. We believe that a greater gender balance may produce not only more equality but also substantial efficiency gains. KHR management monitor and assess the gender balance in leadership, decision-making and across organisational layers, with the support of the DEI Board.

Gender equality in recruitment and career progression

KHR is committed to promote gender balance in recruitment and career progression. We acknowledge the existence of implicit gender bias in recruitment processes and in the evaluation of work performance, and that the notion of excellence may be gendered and/or stereotyped. In recruitment, selection and career progression, KHR aim to ensure that women, men and other gender identities get equal chances to develop and advance their careers. With the support of the DEI Board, KHR management review selection and promotion processes and procedures to reduce structural discrimination of any gender identity along their career paths.

Measures against gender-based violence including sexual harassment

KHR recognises that in all organisations, there is a risk of workplace-based violence and workplace-based harassment on the basis of gender. We acknowledge the multiple and intersecting forms of discrimination and its impact on experiences of violence and harassment, and that gender-based violence and harassment disproportionately affects women and girls, and LGBTQIA+. KHR has a dedicated policy for Gender-based Harassment at Work, accessible to all employees via our Intranet. The Work Environment Committee is responsible for regularly updating the policy.

Intersectional perspective on diversity, equality and inclusion


KHR include an intersectional perspective in our approach and action plan for diversity, inclusion and gender equality. We are aware of the interconnected nature of social categorisations creating overlapping and interdependent systems of discrimination or disadvantage. We acknowledge that diversity, equality and inclusion not only concern the gender dimension but also race, class, sexual orientation, physical ability etc. We take each individual's own unique experiences of discrimination or disadvantage seriously.

Integration of the gender and DEI dimensions into our services and products

Based on our vision and sustainability strategy, KHR has a particular focus on social sustainability, in which gender equality and other measures to secure diversity, equality and inclusion, plays an integrated part in our services and products. KHR work systematically with developing and implementing evidence-based design, knowledge and methods, underpinning high quality architectural design that support diversity, equality and inclusion.

Approved and signed by:

Date: 22-02-2023



Lars Kragh, CEO

Date: 22-02-2023

Name: Cameline Bolbroe



DEI Board Representative