



Diversity and gender policy

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Diversity and gender policy

The Danish Technological Institute (DTI) is an interdisciplinary, self-governing and non-profit institution which covers a wide spectrum, both professionally and geographically. The institute creates space for different personal preferences, nationalities and cultures. This diversity helps to promote ground-breaking research, development and innovation at the highest level. DTI is an international knowledge company, measured both by its reach and standard. Diversity, equal treatment and gender equality are therefore a matter of course at the institute.

DTI's employees are critical for the institute's business operations and are at the core of the institute's activities. Therefore, DTI makes every effort to be an attractive place to work with an appreciative, inclusive and safe working environment with work-life balance. Consequently, it is also expected that all employees treat each other with respect and as equals, regardless of gender, ethnicity, age, sexual orientation, culture, level of education, any disabilities and other differences.

As a highly specialised knowledge company, DTI is focused on attracting and developing the best talent. DTI is therefore always working to ensure that there are neither visible nor invisible barriers that prevent talented people from developing themselves and making a career at the institute.

DTI has a fundamental belief and a binding principle in every recruitment process that states that the best qualified person should be hired for an available role, regardless of gender, age, ethnicity, faith, physical disabilities, personal preferences, etc.

Gender, age, ethnicity, faith, physical disabilities or personal preferences have no impact on what salaries are offered at DTI or on the career path and competence development of individual employees.

Management focus

DTI is focused on increasing awareness of organisational and cultural barriers and biases that stand in the way of a balanced gender composition. This focus means that executives and managers are encouraged and instructed to ensure diversity on an ongoing basis. All executives and managers also have a responsibility to support the development of individual employee's talents, regardless of their gender, age, ethnicity, faith, physical disabilities, personal preferences, etc. The encouragement to promote diversity applies to all of the institute's activities, including in the context of putting together R&D teams.



Objective

DTI makes every effort to ensure a balanced gender composition among its employees without compromising on professionalism.

In addition, DTI strives to ensure a gender distribution in the management tiers and talent programmes that reflect the general gender composition of the institute's employees. DTI has an ambition to reach this target before the end of 2025.

Dedicated employees and educational activities

In order to ensure that this policy is adhered to and the objective is met, the institute has introduced a number of educational and training initiatives. This education and training is found in, for example, the following contexts:

- The internal course called "HR Law for Managers".
Here, executives and managers are taught about the institute's requirements for diversity and equal treatment of employees in all parts of the employment relationship.
- The internal course called "The Ideal Recruitment Process".
Here, executives and managers are taught about the institute's principles of always hiring the best qualified candidate and ensuring that there is no gender discrimination or other kind of discrimination taking place.
- The course "Introduction to 'Motivations and Objectives' Meetings".
Here, executives and managers are instructed in how to be particularly attentive to diversity among the talent pool and in connection with appointments.
- In individual sessions, executives and managers are trained in the institute's requirements for diversity and equal treatment on all levels.

The institute has several dedicated HR employees with particularly relevant competences that are available and charged with ensuring compliance with this Diversity and Gender Policy and the associated objectives.



Annual reporting

Key figures regarding employees		2018	2019	2020
Full-time employees	FTE	889.89	909.49	864.99
Gender diversity - DTI	%			
Women		39	38	37
Men		61	62	63
Gender diversity - Danfysik A/S	%			
Women		7	7	8
Men		93	93	92
Gender diversity - Dancert A/S	%			
Women		50	0	0
Men		50	100	100
Gender diversity at management tiers - DTI	%			
Women		33	35	38
Men		67	65	62
Gender diversity at management tiers - Danfysik A/S	%			
Women		0	0	0
Men		100	100	100
Board of Trustees Danish Technological Institute				
Women		2	2	2
Men		7	7	7
Board of Trustees Danfysik				
Women		0	0	0
Men		5	5	5
Board of Trustees Dancert				
Women		0	0	0
Men		3	3	3



The gender ratio of men and women at DTI is considered to be satisfactory, as it reflects the ratio seen in the market for highly qualified specialists working within the institute's primary professional and competence areas.

The ratio of men and women in the management tiers at DTI has, as a whole, improved in the last few years and now reflects the general ratio of men and women working for DTI.

DTI's Board of Trustees is not part of the objective for gender distribution, as several board members are politically selected or voted in by employees, cf. the Danish Business Authority's "Guidelines on target figures and policies for the gender composition of management teams and for reporting on this" (March 2016).

The ratio of men and women in Danfysik A/S and in the management tiers of Danfysik A/S is not yet at a satisfactory level, but this is a focus area that is being worked on.

DTI's subsidiary, Dancert A/S, only has two employees. Further measurements and assessments are therefore not relevant.

Abusive behaviour

DTI wants to prevent any kind of abusive behaviour taking place, including gender-based bullying, violence and sexual harassment. In this context, we refer you to DTI's "Policy for abusive behaviour, including bullying and sexual harassment".

Taastrup, on 19TH AUGUST 2021.

Juan Farré
President
Danish Technological Institute