



GENDER EQUALITY PLAN 2024

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GENERAL FRAMEWORK

Historically, women have been underrepresented in the energy sector. Gender gaps persist in 2022, including financial flows, inequitable benefit-sharing arrangements, and underrepresentation in leadership, management, project owner, and developer roles. These issues need to be addressed to enable women to contribute more effectively to the success of the energy sector.

The concept of gender equality is reflected in equal rights, resources, freedoms and opportunities for men and women, with the aim of achieving equal value, recognition, pay and participation in all areas of public and private life.

Gender equality is one of the Sustainable Development Goals (SDGs) established by the United Nations (UN) 2030 Agenda. Additionally, the European Commission has strongly reinforced its commitment to equality through the publication of the Strategy for Gender Equality 2020-2025.

Equality has become a prominent issue in Portugal. The Program of the XXIII Constitutional Government (2022-2026) has committed to promoting gender equality awareness.

Organizations adopt Gender Equality Plans (GEPs) to assess their procedures and practices, identify gender bias, correct any bias, set targets, and monitor progress in gender equality through indicators.

It is within this framework that this gender equality plan is developed, to ensure a culture which enables women and men equal opportunities within Cleanwatts Digital.

Thus, in compliance with the recommendations and bearing in mind the importance of gender equality, Cleanwatts Digital S.A is developing its Gender equality Plan for the year 2024 onwards.



WHO WE ARE

We are a clean tech company with decades of experience developing and deploying smart digital turnkey solutions to monitor, optimize, manage and control energy consumption, generation, storage, balancing and trading.

Our talented team work passionately to solve energy related challenges through the power of advanced digital technology and system thinking.

We build smart ecosystems that intelligently deliver access to affordable clean energy, asset level efficiency and local grid resiliency to expedite the global energy transition for local communities around the world.

MISSION

Boost the energy transition with local energy marketplaces by unlocking value from renewables and flexible assets.

OUR VALUES



Accountability



Empathy



Integrity



Initiative



Resilience



Responsiveness



CLEANWATTS DIGITAL BASELINE SCENARIO

We expanded our Human Resources team to improve our approach to gender equality, equity, and inclusion. The plan takes the conclusions from 31/12/2023 as a starting point, and this work is ongoing.

The gender balance in Cleanwatts Digital is currently 30% female and 70% male. We plan to address non-binary issues in the near future.

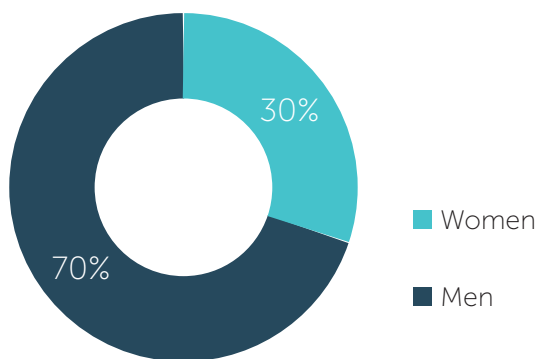
Regarding diversity and inclusion, during 2022-2023, the company grew all over the country, facilitating the integration of staff from peripheral areas, having people working from Coimbra, Porto, Lisbon, Ponta Delgada, Albufeira, Leiria and Aveiro. The diversity of nationalities is equally observable, and currently this team includes members from Portugal, Brazil, Iraq, Italy, Pakistan, Sri Lanka and Germany.

During the hiring process, we are addressing measures to ensure gender neutrality in all job descriptions, use mixed panels for hiring, set defined skills and evaluation tasks during the interview process, and prevent gender pay gaps. We aim to implement a structured system for salaries to ensure consistency of pay and transparency about our promotion and bonus schemes.

In addition to fair compensation, it is A goal for Cleanwatts Digital to provide a secure, encouraging, and inclusive workplace for all employees. Cleanwatts Digital aim to offer flexible work arrangements and family-friendly policies to assist caregivers in balancing their work and home responsibilities.

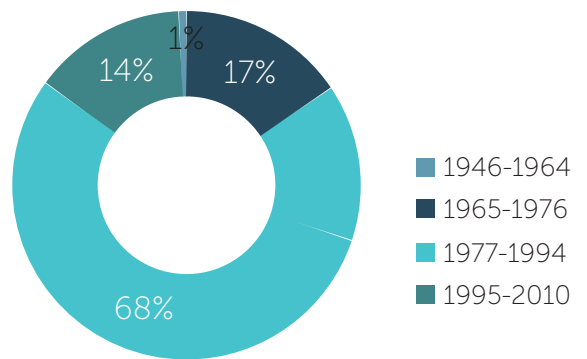
To carry out its activities, Cleanwatts Digital had 77 staff members on its payroll on 31/12/2023. Some indicators regarding the distribution of workers by gender and age groups are presented below:

Distribution of employees by gender

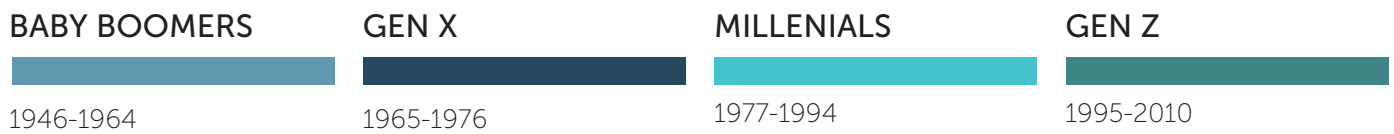


According to Graph 1, 70% (n=54) of the employees are men, while only 30% (n=23) are women.

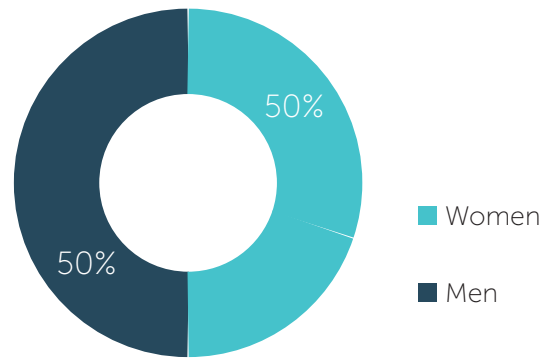
Distribution of age groups



Graph 2 shows that 68% of the employees are Millennials, 17% are GenX, 14% are GenZ while only 1% is a Babyboomer.

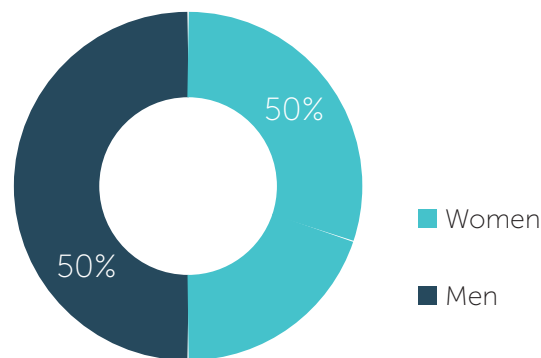


Distribution of senior and intermediate managers by gender



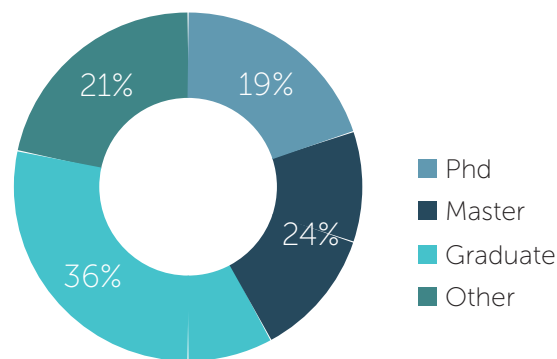
Graph 3 shows that 50% of intermediate managers are women.

Distribution of coordinators of technical-scientific departments by gender



Graph 4 shows that 50% of coordinators of technical-scientific are women.

Distribution of academic qualifications, by gender- Women



Graph 5 shows that 36% of the graduates, 24% of MSc, 19% PhD and 21% of another degree of qualification are women.



STRATEGIC PLANNING

Working for sustainable transformations in gender relations is a long-term endeavor, setbacks and slow progress may mean that strategies, results, and indicators need to be revised. Moreover, the process of change is rarely linear; breakthroughs in one dimension may be followed by setbacks in others.

In this context, it is important to select gender equality outcomes that are realistic within the time frame of program and project cycles. It is also essential to identify immediate and intermediate results and indicators that are stepping-stones to transforming gender relations and achieving gender equality outcomes.

Presently we aim to carry out a comprehensive diagnosis of Cleanwatts Digital's current situation in terms of gender equality considering the Guidelines for the preparation of equality plans, published by the Commission for Equality in Labour and Employment (CITE), the Portuguese national body for gender equality.

STRATEGIC OBJECTIVES

- Integrate the gender and diversity perspective into Cleanwatts Digital's strategic planning, aiming at establishing measures to promote its pursuit;
- Encourage measures that harmonize the organizational culture with the conciliation of professional, family and personal life;
- Identify potential improvement actions, where there is a need to intervene and introduce changes, taking into account the context and activity of the company;
- Define and adopt good practices in promoting equality, in compliance with existing regulations and relevant international benchmarks.



GOALS

Disseminate gender indicators at CW and identify existing actions, to date, in promoting equality between men and women

ACTION PLAN

- Identify the categories of personnel.
- Prepare statistics on total gender distribution.
- Prepare statistics on gender distribution by category of personnel.
- Prepare statistics on gender distribution in positions of responsibility.
- Prepare statistics on gender distribution in positions with decisive authority.

Promote gender balance in the composition of teams and decision-making bodies

ACTION PLAN

- Reinforce human resources-related tools and policies in order to promote gender balanced teams and decision-making bodies, targeting on 4 priority areas of intervention (transparency, recruitment and selection; performance evaluation and career progression.
- Development of a formal recruitment process, using gender inclusive language.
- Review the current selection processes and procedures at all stages and correct any biases.
- Job advertisements will be standardized, and a template will be developed using gender inclusive language and clearly communicating to applicants that Cleanwatts Digital is an equal opportunities employer.
- Strive for gender balance in the composition of recruitment panels.
- Ensure a balanced selection pool for future key positions by continuing active outreach to outstanding candidates, regardless of gender, to incentivize them to apply.
- Examine processes and procedures for the selection and appointment of committees and other bodies, ensuring that decisions consider gender issues and empower women to take an equal role.
- Encourage equal gender candidatures in positions of responsibility and decision-making positions through gender-neutral job descriptions.



Ensure gender equal remuneration and career progression opportunities

The aim is to develop monitoring mechanisms in order to prevent gender inequality in remuneration and career development and increase transparency within the company.

ACTION PLAN

- Create a salary framework available, which may provide additional insights in Cleanwatts Digital current remuneration policy: e.g. salary ranges for certain type of positions – e.g. marketing, research, sales, project management, and eventually a transparent approach towards cost of living and how the staff country of residence is taken into account for their remuneration levels.
- Take pro-active steps and start defining potential quantitative metrics for a monitoring mechanism of career and salary progression, with comparable levels of experience.
- Establish a process that incentivizes and supports training opportunities to support the career development of CWD employees.

Promote gender balance and diversity across CW operations

Aiming that gender balance and diversity go beyond the CW Office and ensures our values are reflected further beyond the management practices and internal processes and into our operations.

ACTION PLAN

We are striving for an equal representation of speakers in CW led events and communication materials. This is an important measure as it is a direct outward signal to our wider community that we are striving for a positive change in the Energy sector, where the majority of the speakers are men.

In line with the previous measure, attention is also paid to the gender of persons represented (visually and in text) in our main communication outlets, i.e. Annual Report, social media posts, and regular newsletters.

Ensure that CW is a safe, welcoming and a healthy workplace for all

In accordance with our Code of Conduct, CW aims to create an environment where every person feels comfortable, both in terms of their ability to work effectively and in terms of the social environment of the office. Harassment or any other form of violence (verbal or physical) at work is not allowed and there is procedure to address harassment cases if such occur.



ACTION PLAN

Create a Family Friendly Policy and a Remote Work Policy, allowing flexible working conditions to ensure the sustainable employability and a supportive environment.

MONITORING AND EVALUATION

To efficiently implement CWDs GEP, a comprehensive monitoring, evaluation and learning strategy will be implemented. Initially, they shall be drawn up:

- a) Diagnosis support matrix;
- b) Matrix to support the monitoring of the implementation of the plan for equality;
- c) Matrix for verifying the execution of the plan for equality and compliance.

The monitoring plan will include quarterly meetings between within the team responsible for specific measures under each Action Plan. Metrics associated with each measure will be duly recorded and suggestions for continuous improvement documented. Yearly report and updates on the GEP'S progress will be shared at a dedicated meeting with the entire CW Team.

WORKPLAN

GOAL: DISSEMINATE GENDER INDICATORS AT CW AND IDENTIFY EXISTING ACTIONS, TO DATE, IN PROMOTING EQUALITY BETWEEN MEN AND WOMEN

Action	Timeline	Output
Identify the categories of personnel	Q1 24	Publish list
Prepare statistics on total gender distribution.	Q1 24	Publish list
Prepare statistics on gender distribution by category of personnel.	Q1 24	Publish list
Prepare statistics on gender distribution in positions of responsibility.	Q1 24	Publish list
Prepare statistics on gender distribution in positions with decisive authority.	Q1 24	Publish list



GOAL: PROMOTE GENDER BALANCE IN THE COMPOSITION OF TEAMS AND DECISION-MAKING BODIES

Action	Timeline	Output
Develop a recruitment process, using gender inclusive language.	Q1 24	Recruitment process
Review the current selection processes and procedures at all stages and correct any biases.	Q1 24	Processes and procedures revised, published and communicated
Standardize job postings using gender-inclusive language and mention that CWD is an equal opportunity employer.	Q2 24	Job posting template
Strive for gender balance in the composition of recruitment panels.	Q2 24	Gender balance ratio in recruitment panels
Ensure a balanced selection pool for future key positions by continuing active outreach to outstanding candidates, regardless of gender, to incentivize them to apply.	Q3 24	Gender balance ratio candidate pool
Examine processes and procedures for the selection and appointment of committees and other bodies, ensuring that decisions consider gender issues and empower women to take an equal role.	Q3 24	Gender balance in committees
Encourage equal gender candidatures in positions of responsibility and decision-making positions through gender-neutral job descriptions.	Q3 24	Job descriptions

GOAL: ENSURE GENDER EQUAL REMUNERATION AND CAREER PROGRESSION OPPORTUNITIES

Action	Timeline	Output
Improve transparency of CWD remuneration policy by making an updated version of CWD salary framework available	Q3 24	Salary framework
Start defining potential quantitative metrics for a monitoring mechanism of career and salary progression, with comparable levels of experience	Q3 24	Metrics and threshold defined, measurement of the retention and progression rates per gender
Establish a process that incentivizes and supports training opportunities to support the career development of CWD employees.	Q3 24	Training process published



PROMOTE GENDER BALANCE AND DIVERSITY ACROSS CW OPERATIONS

Action	Timeline	Output
Promote gender balance in all CWD-led events through communication guidelines for CWD members	Q3 24	Gender aggregated data of speakers and attendees is collected and easily available
Promote gender balance in all CWD internal and external communication materials	Q3 24	Communication guidelines

ENSURE THAT CWD IS A SAFE, WELCOMING AND A HEALTHY WORKPLACE FOR ALL

Action	Timeline	Output
Create a Family Friendly Policy and a Remote Work Policy, allowing flexible working conditions to ensure the sustainable employability and a supportive environment.	Q3 24	Family Friendly Policy and Remote Work Policy

MONITORING AND EVALUATION

Action	Timeline	Output
Matrix to support the monitoring of the implementation of the plan for equality	Q2 24	Matrix
Matrix to verify the implementation of the plan for equality	Q4 24	Matrix

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