

Gender Equality Plan

Cawthron aims to provide an inclusive and equitable working environment including meeting our duty to ensure gender equality. Broader details are included in our Equity, Diversity and Inclusion Policy.

1. Commitment and Next Steps

Publishing this statement underlines our ongoing commitment to ensuring gender equality. During 2024 we will undertake further consultation to identify areas of focus that align with the following five recommended themes for addressing gender equality issues:

- Work–life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment.

2. Dedicated Resource

Cawthron has the following resources and expertise available to support the delivery of Gender Equality:

- People and Capability Manager who is part of Cawthron’s Core Management Team
- People and Capability Team including an Advisor and Coordinator with significant HR experience and qualifications, including training and maintenance of knowledge in the EDI space
- Workplace Support Employee Assistance which includes both onsite visits and check-ins with staff and provides voluntary free confidential counselling via external Registered Counsellors.

3. Data Collection and Monitoring

Cawthron reports on staff gender in our [Year in Review](#), highlighting that we have a 55/45 ratio of female to male employees. In addition to this, further analysis shows that 38% of our senior management are female.

We are working on improving our HRIS data to be able to provide the ability to collect, analyse and monitor a wider range of data with the aim of publishing to the Mind the Gap registry by the end of 2024.

We will also implement an appropriate action plan to reduce any gender or ethnicity gaps identified.

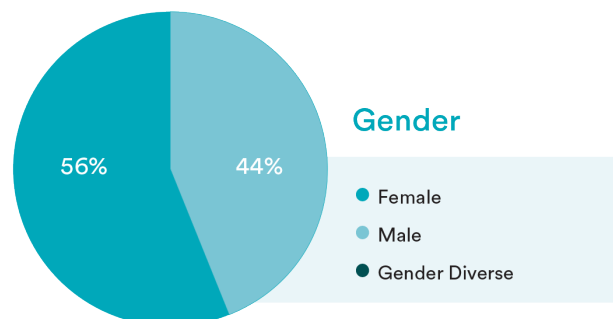
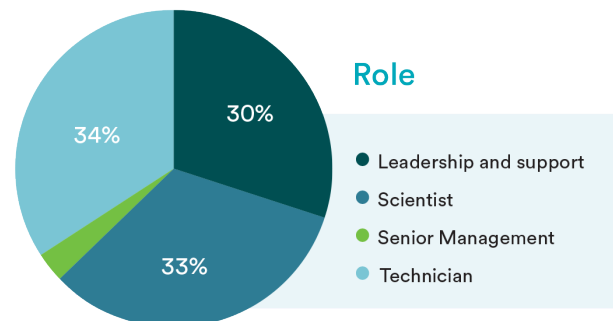
4. Training and Awareness

In 2023 over 20 of our staff attended a Women in Leadership Seminar via Human Resources Institute of New Zealand. In 2024, dedicated courses on prevention of bullying and harassment will be taking place with all people leaders alongside the launch of inhouse unconscious bias training.

We provide a wide range of resources including e-learning around equality, diversity and inclusion via our intranet and we promote awareness of Gender Equality via events and communications on:

- International Day of Women and Girls in Science
- 16 days of Activism from the International Day for Elimination of Violence against Women.

In addition, we have a number of policies with associated guidance that aim to prevent gender-based violence and harassment including our Code of Conduct, Prevention of Bullying and Harassment Policy and our Guidelines around Family Violence.



This plan was approved by Volker Kuntzsch, Cawthron Institute Chief Executive Officer, on 21 May 2024.