

Gender Equality Plan

1. Introduction

Morefish AS was established in 2014 and is a Norwegian consulting company specializing in land-based aquaculture. The company provides research-based advisory services, training courses, and project management for national and international stakeholders. Morefish employs nine people, four of whom are women. While the company's primary operations are based in Norway, it also participates in international research projects, including in Portugal.

Morefish has a strong focus on innovation and competence development for the aquaculture industry. This Gender Equality Plan has been developed in accordance with the requirements of Horizon Europe and supports the company's goal of being an inclusive and fair workplace.

2. Public Availability

This Gender Equality Plan is a formal document published on the company's website and signed by management. The document is publicly accessible and communicated to all employees.

3. Dedicated Resources

Morefish AS has appointed a Gender Equality Coordinator responsible for implementing and monitoring the plan. The company allocates dedicated personnel resources and financial means to carry out initiatives and, when necessary, to acquire external expertise.

4. Data Collection and Monitoring

Gender-disaggregated statistics are collected on employees, recruitment processes, salary levels, and leadership roles. This information is reported annually and used as a basis for improvement measures and adjustments to the plan. Indicators are developed to track progress over time.

5. Training and Awareness

All employees, including management, are offered training in gender equality, diversity, and unconscious gender bias. The aim is to raise awareness and create an inclusive work environment where everyone is treated equally and fairly.

6. Thematic Areas and Measures

The Gender Equality Plan covers the following key areas with specific goals and actions:

- Work-life balance: Facilitating flexible working hours and parental leave.
- Gender balance in leadership and decision-making: Targets for representation of both genders in leadership roles and governing bodies.
- Equality in recruitment and career development: Fair processes and equal opportunities for advancement.
- Gender perspective in research and education: Considering gender as a variable in relevant research projects and course content.
- Measures against gender-based violence and harassment: Zero tolerance and clear guidelines for reporting and follow-up.

7. Approval

This Gender Equality Plan is approved by the management of Morefish AS and comes into effect immediately. The plan is evaluated and updated annually in line with the company's development and the requirements of Horizon Europe.

Sted: Trondheim Dato: 02.10.2025

Signatur: 