
GENDER EQUALITY PLAN

2023-2025



Introduction

Amgros I/S is a non-profit organization located in the greater Copenhagen area with around 140 employees, mainly working within life sciences. Amgros secure supplies of medicines for public hospitals through efficient procurement and tendering procedures. Amgros is owned by the five Danish regions and headed by a political board and an executive management.



Amgros overall GEP goal is to provide space for personal differences and to create a balance between genders at all levels of the organization. Amgros sees equality among sexes as a fundamental value and take actions on an ongoing basis at all levels in the organization to ensure this matter.

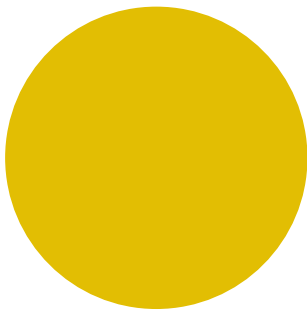
Amgros GEP plan covers 2023-2025 and is a public document available on the internet www.amgros.dk, as well as, on the intranet to ensure that all levels beyond management are also aware of its existence. The document is updated biannually.

Flemming Sonne
CEO, Amgros
October 2022

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Our GEP efforts

Equality among sexes is a fundamental value in Amgros and we work to ensure and comply with the European Commission's requirements for all public bodies in the EU

Amgros overall GEP goal is to provide space for personal differences and to create a balance among genders at all levels of the organization.

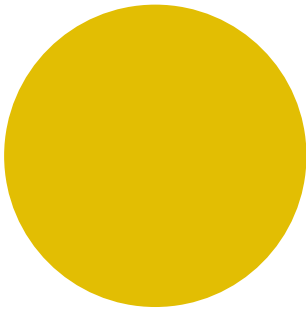
Table 1 lists an overview on gender equality at Amgros as of September 2022, where the distribution of women and men is indicated on all organizational levels.

LEVELS	Distribution of women (%)	Distribution of men (%)
Amgros in total	69%	31%
Top management	75%	25%
Management	38%	63%
Team leader	50%	50%
Employees outside mngt.	72%	28%

The European Commission has three mandatory requirements for all public bodies, higher education institutions and research organizations from European Union (EU) Member States and associated countries wishing to participate in the EU 9th Framework Programme Horizon Europe.

The following three sections describes Amgros efforts on these matters:

1. Dedicated resources: Commitment of resources to and expertise in gender equality to implement GEP
2. Data collection and monitoring
3. Training: Awareness training for staff and decision makers on gender equality and unconscious bias



Dedicated resources

Commitment of resources to and expertise in gender equality to implement GEP

In Amgros, we strive to raise awareness and ensure ongoing focus on gender equality at all levels of the organization. We are continuously staying focused on the gender topic by drawing on expertise from leading organizations and new initiatives.

Recruitment

An efficient and effective way to ensure and achieve gender equality in Amgros is via recruitment of new staff and the most qualified candidates are chosen to the vacant positions. Monthly data is therefore provided to the management group on their department's gender status, thus allowing management to closely monitor the development in their respective teams.

The following are tasks associated with the recruitment process which all ensures that gender equality is a continued focus.

- All Amgros job adds encourage all people to apply, regardless of gender and background. Amgros strives to advertise in ways that ensure a diversity of candidates. We consider the language used in job ads and job descriptions to avoid gender bias.
- Qualified candidates of all sexes are invited to interviews for vacancies.
- All managers responsible for recruitment of staff must consider whether gender equality is an issue in their team, and whether current recruitment of new staff could improve any imbalances.

The goal is to have a diverse group of staff on all levels of the organization.

Work-life-balance

Amgros is continuously working to ensure that all employees can lead a balanced work life. Thus, all employees are provided the possibility to work from home (remote work) on a weekly basis making it possible to create a flexible work life. Additionally, employees have flexible working hours arrangements making it possible to make ends meet family wise.

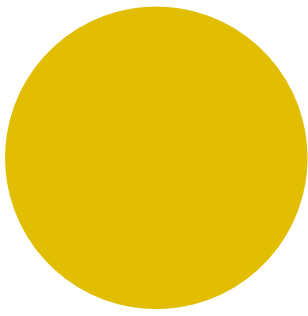
Amgros works to create an organizational culture that embraces all people in a warm and healthy environment which respects individual's needs and social circumstances.

The goal at Amgros is to ensure that all staff find themselves in a healthy work environment that gives all sexes equal opportunity to lead a balanced work and family life.

Paternity and maternity leave at Amgros

Males and females are provided paid maternity leave at Amgros. Males are given 12 weeks paid paternity leave and females are given 24 weeks paid maternity leave. Senior management are continuously advocating that all male employees at Amgros ensure to take all their paternity leave. On average, Amgros experiences that males over the past years have expanded their paternity leave from 3,43 weeks per person in 2018 to 9,46 weeks in 2021. That is an extension on paternity leave of 175% within 3 years.

The goal of Amgros is that *all* male employees apply for paternity leave at a minimum of 12 weeks to spend time with their newborn.



Data collection and monitoring

Amgros is a data driven organization. We collect and monitor data quarterly.

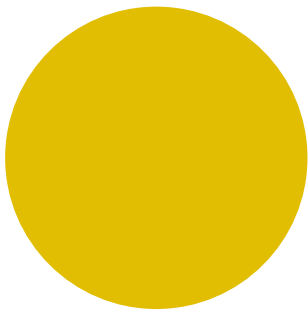
The data provided includes the following subjects:

- gender equality among all staff categories
- sick leave
- staff turnover
- paternity and maternity leave for males and females

Additionally, Amgros yearly monitors staff well-being through assessments* to make sure that all employees find that there is room for everyone at the organization, regardless of gender, age, background, or personalities. And to ensure that management take proper steps to deal with sexual harassment, should it occur.

Management is asked to continuously view the data generated. Should the abovementioned drop to a certain level within one or more categories, the management must develop a plan to improve and address the issues. A plan often developed in cooperation with the HR department.

*Amgros uses LEA (Leadership Equity Assessment) to monitor staff well-being.



Training

[Awareness training for staff and decision makers on gender equality and unconscious bias](#)

The data emerging from the above-mentioned well-being assessments (LEA - Leadership Equity Assessment) are the starting points of subsequently follow-up workshops for the managers. Then, based on the ground data and the workshops, an action plan is being prepared.

All department managers must continuously follow up on that action plan. This include examining gender quality among staff – also when new staff is recruited. Through these annual awareness workshops, the managers and decision-makers will develop gender competences and will be reminded on how to tackle unconscious behavior.

