



Gender Equality Plan

2026-2028

Purpose A practical company plan establishing Spraydrone's commitment to equal opportunity, fair treatment, an inclusive workplace and responsible innovation.

Document control	Details
Organisation	Spraydrone AB, Sweden
Status	For adoption and publication
Plan period	1 September 2026 - 31 December 2028
Review cycle	Annual; first review by 31 January 2027
Document owner	Accountable Manager / Managing Director
Approved by	[Name and title of authorised signatory]
Approval date	01.9. 2026
Public location	On request

Management commitment

Spraydrone AB adopts this plan as a formal management commitment. The company will provide proportionate time, authority and competence for implementation, review progress annually, and make the approved plan publicly available.

Signature:  Date: 01.9.2026
 Name / title: Martin Braaen, Managing Director

1. Scope and objectives

This Gender Equality Plan (GEP) applies to Spraydrone AB's board, management, employees, temporary personnel, consultants, trainees and project participants. It also guides recruitment, procurement, partnership selection, research and development, field trials, operations, communication and dissemination where Spraydrone has decision-making influence.

Spraydrone is a Swedish drone company working in a technical sector where women remain underrepresented. As a small and growing enterprise, the company will use proportionate measures: decisions will be evidence-based, responsibilities will be clear, and monitoring will protect privacy when numbers are small.

Objectives

- Provide equal opportunity and fair treatment irrespective of sex, gender identity or expression, ethnicity, religion or belief, disability, sexual orientation, age, family status or other protected characteristic.
- Prevent discrimination, harassment, sexual harassment, retaliation and gender-based violence.
- Improve gender balance in recruitment, project participation, leadership, expert roles and external engagement without using quotas that override competence or safety requirements.
- Integrate relevant sex and gender considerations into R&D methods, product design, field trials, user engagement, safety and commercialisation.
- Create an annual learning cycle using data, feedback, actions and management review.

2. Plan principles and implementation requirements

Spraydrone will implement this plan as an active company policy. The plan is based on four practical requirements that make responsibilities visible, measurable and accountable.

Requirement	Spraydrone implementation
Public document	Approved and signed by top management, then published on the company website.
Dedicated resources	A named GEP owner, management oversight, annual review time and a proportionate implementation budget.
Data and monitoring	Annual sex/gender-disaggregated workforce and project indicators, with privacy suppression for very small groups.
Training and awareness	Annual briefing for personnel and targeted training for managers, recruiters and project leads.

The plan complements applicable Swedish and EU equality, employment, privacy and work-environment obligations. It is a governance document and does not replace legal advice or mandatory procedures under applicable law.

3. Governance and resources

Role	Responsibility
Board / authorised signatory	Approve the GEP; receive the annual report; ensure management accountability.
Accountable Manager / Managing Director	Own implementation; allocate time and resources; act on material findings.
GEP Coordinator	Maintain indicators and action log; organise training; support recruitment and project reviews; prepare annual report.
Project Managers	Apply gender-dimension screening to project design, work packages, trials, stakeholder engagement and dissemination.
All personnel	Follow the policy; participate in training; contribute to an inclusive workplace; report concerns in good faith.

At adoption, the Managing Director will appoint a GEP Coordinator in writing. Spraydrone will reserve at least 24 staff-hours per calendar year for coordination, monitoring, training and review, excluding time spent handling individual cases. External HR, legal or equality expertise will be procured when the issue exceeds internal competence.

4. Baseline, data and annual monitoring

Within 60 days of adoption, Spraydrone will establish a confidential baseline. Data will be collected only where lawful, necessary and proportionate. The company will normally report counts and percentages by women, men and, where voluntarily disclosed and statistically safe, non-binary/another identity or prefer not to say. No public breakdown will be issued where it could identify an individual.

Indicator	Frequency	2028 direction
Personnel by role level, contract type and gender	Annual	Improved representation and no unexplained disparity
Applicants, interview shortlist, offers and hires by gender	Per campaign / annual summary	Broader qualified applicant and shortlist mix
Pay and material benefits by comparable role	Annual	No unjustified gender-related gap
Training, project leadership and decision bodies	Annual	Balanced access to development and influence

Indicator	Frequency	2028 direction
Turnover, promotion and parental/family leave	Annual	No adverse pattern; supportive return to work
Reported concerns and resolution status	Annual, anonymised	Safe reporting and timely, fair response
R&D projects completing gender-dimension screening	At project gate	100%
Relevant trials with inclusive user/stakeholder input	At project gate	100% where gender is relevant

The GEP Coordinator will prepare a short annual internal report for management by 31 January. A public summary may be published using aggregated information. Management will document corrective actions where a material imbalance, unexplained disparity or recurring concern is identified.

5. Action areas

5.1 Work-life balance and organisational culture

- Plan meetings, field work and travel with reasonable notice where operationally possible, while recognising seasonal and safety-critical requirements.
- Apply flexible work arrangements consistently to roles where operational duties permit.
- Support parental and caregiving responsibilities and ensure that leave does not disadvantage access to projects, training, promotion or pay review.
- Use inclusive language and imagery in internal and external communication, avoiding stereotypes about pilots, engineers, operators, farmers or leaders.

5.2 Recruitment, career development and retention

- Use gender-neutral job descriptions and advertise through channels likely to reach a diverse technical talent pool.
- Define essential criteria before reviewing candidates; use structured questions and documented scoring.
- Where practicable, use more than one assessor and avoid all-male or all-female interview panels.
- Select on competence, potential, safety and role requirements; a target to broaden representation is not permission for positive discrimination contrary to law.
- Offer transparent access to training, flight experience, technical responsibility, mentoring and project leadership.

5.3 Leadership and decision-making

- Monitor representation in management, project steering groups, safety reviews and external partnerships.
- Seek balanced expert and stakeholder participation when forming panels, workshops and advisory groups, subject to relevant competence and availability.
- Provide emerging talent with visible assignments, meeting roles and leadership development opportunities.

5.4 Pay, recognition and allocation of work

- Use consistent role expectations and documented reasons for pay, allowances and material benefits.
- Review comparable work annually and investigate material unexplained differences.
- Distribute high-visibility technical work, routine administration and workplace support tasks fairly.

5.5 Prevention of harassment and gender-based violence

- Maintain zero tolerance for discrimination, bullying, harassment, sexual harassment, gender-based violence and retaliation.
- Provide at least two reporting routes where practicable: the Managing Director/GEP Coordinator and a board member or independent external contact.
- Respond promptly, protect confidentiality as far as possible, avoid conflicts of interest, document actions and provide support to affected persons.
- Apply the same standards at offices, remote bases, customer sites, field trials, work travel, social events and digital communications.

Immediate risk Where there is a threat to safety or suspected criminal conduct, contact the relevant emergency service or authority. Internal reporting must not obstruct a person's right to seek external support or make a formal complaint.

6. Gender dimension in Spraydrone R&D and innovation

Every material R&D project will complete a short sex/gender relevance screening at concept stage and revisit it before trials and commercialisation. A conclusion that sex or gender is not relevant must be reasoned and recorded; it must not be assumed simply because the core technology is an unmanned aircraft.

Project aspect	Questions and expected response
Problem and users	Who operates, maintains, purchases, regulates or is affected by the solution? Do

Project aspect	Questions and expected response
	gender roles shape access, exposure, decision-making or adoption in agriculture and forestry?
Human-machine interface	Are controls, displays, alarms, documentation and training usable across a realistic range of body size, reach, hand strength, experience and language? Avoid treating male anthropometry as the default.
PPE and field safety	Can harnesses, respirators, gloves, protective clothing and other PPE be fitted safely for different body dimensions? Are sanitation, changing, lone-working and travel arrangements inclusive?
Chemical and occupational exposure	Where spraying is studied, consider whether tasks and gendered work patterns create different exposure pathways. Follow product labels, occupational-health rules and competent scientific advice; do not make unsupported biological claims.
Trials and evidence	Recruit a relevant range of users and stakeholders where human factors or adoption are tested. Record participant characteristics only when lawful and useful; analyse whether outcomes differ meaningfully.
AI, sensing and data	Assess whether training data, ground-truth labels or farm/forest samples underrepresent certain users, work roles, locations or enterprise types. Test for performance differences where people-facing outputs are produced.
Impact and commercialisation	Consider who receives productivity, safety and environmental benefits, who bears transition costs, and whether training, pricing, distribution or communication unintentionally excludes groups. Show diverse, credible users and experts.

Project screening record

1. Relevance decision: Relevant / Not relevant / Uncertain.
2. Evidence and assumptions used for the decision.
3. Actions included in objectives, methodology, work packages, trials, risk management and dissemination.
4. Indicators and responsible work-package owner.
5. Review outcome at design freeze, trial readiness and final reporting.

7. Training, communication and participation

All personnel will receive a concise introduction to this plan within three months of adoption and during onboarding thereafter. Managers, recruiters and project leads will receive additional practical training on structured selection, bias-aware decision-making, respectful conduct, reporting routes and gender-dimension screening in R&D.

Personnel will be invited to provide confidential feedback during the annual review. Where feasible, Spraydrone will consult project partners, operators and other relevant stakeholders on measures that affect project methods, field trials or product usability.

8. Implementation plan 2026-2028

Action	Owner	Deadline	Evidence
Approve, sign and publish GEP	Managing Director	Within 30 days of adoption	Signed company policy and public URL
Appoint GEP Coordinator and reserve resources	Managing Director	Within 30 days	Written appointment and annual time allocation
Establish confidential baseline and indicator register	GEP Coordinator	Within 60 days	Baseline record and privacy controls
Brief all personnel; add GEP to onboarding	GEP Coordinator	Within 90 days	Attendance / onboarding checklist
Introduce structured recruitment template	Managing Director	Q4 2026	Job and interview templates
Add gender-dimension gate to R&D/project process	Project Managers	Q4 2026	Completed screening record per project
Confirm two reporting routes and external support option	Management / Board	Q4 2026	Published internal procedure
Annual data and pay-equity review	GEP Coordinator	Each January	Management report and action log
Review and update GEP	Management / Board	January 2027 and annually	Approved review record / new version

9. Review, accountability and publication

Progress will be reviewed annually and after any material organisational change, substantiated concern or project requirement. Actions may be revised when monitoring shows that they are ineffective, disproportionate or insufficient. Failure to meet a target does not automatically imply discrimination, but it requires a documented review of causes and reasonable corrective measures.

The approved plan will be signed by top management and published on Spraydrone's website. The public version will not contain personal workforce data, case information or confidential commercial information. Previous versions will be retained according to the company's document-control practices.

Appendix A - annual management review checklist

- ☐ The GEP remains approved, signed, publicly accessible and assigned to a named owner.
- ☐ Resources and training were delivered as planned.

- ☐ Workforce, recruitment, pay, leadership, development and project data were reviewed with privacy safeguards.
- ☐ Material disparities or recurring concerns were investigated and actions recorded.
- ☐ All material R&D projects completed and documented sex/gender relevance screening.
- ☐ Reporting routes are known, credible and free from conflicts of interest.
- ☐ Personnel feedback and lessons from projects were considered.
- ☐ Actions, KPIs, owners and dates for the next year were approved.