



Gender Equality Plan

Collo is committed to foster an inclusive, fair, and respectful working environment where all individuals are treated equally regardless of gender or personal characteristics.

1. Purpose

Collo is committed to fostering an inclusive, fair, and respectful working environment where all individuals are treated equally regardless of gender or other personal characteristics.

Collo has established an ESG Policy that defines the company's environmental, social, and governance principles. This Gender Equality Plan complements the ESG Policy by providing more detailed principles and practices related to equality, diversity, and non-discrimination.

This plan supports compliance with applicable legislation, including Finnish law and relevant European Union regulations and directives on equality and non-discrimination.

2. Scope

This plan applies to:

- all employees
- management
- individuals involved in the company's activities

It covers:

- recruitment and hiring
- employment conditions
- compensation and benefits
- career development
- workplace culture and conduct

3. Principles

ColloidTek Oy is guided by the following principles:

- Equal opportunities in recruitment, employment, and career progression
- Fair and transparent decision-making
- Equal pay for equal work
- Respectful and inclusive workplace culture
- Zero tolerance for discrimination, harassment, or inappropriate behaviour



4. Recruitment and Hiring

Collo aims to ensure fair and unbiased recruitment practices by:

- Using neutral and inclusive language in job advertisements
- Evaluating candidates based on relevant skills, experience, and qualifications
- Applying structured and consistent evaluation criteria
- Promoting fairness and objectivity in hiring decisions

5. Compensation and Employment Conditions

The company is committed to fair and equitable employment practices:

- Applying the principle of equal pay for equal work
- Maintaining fair and consistent compensation practices
- Providing employment conditions in line with applicable laws and regulations

6. Work Environment and Organisational Culture

Collo promotes a working environment that supports inclusion and well-being by:

- Encouraging respectful communication and collaboration
- Supporting work-life balance through flexible arrangements where possible
- Supporting parental leave and return-to-work practices in accordance with applicable legislation
- Ensuring all employees are treated fairly and with dignity


7. Prevention of Discrimination and Harassment

Collo maintains a zero-tolerance approach to discrimination and harassment.

- Employees are encouraged to report any concerns
- All reports are handled confidentially and without retaliation
- Appropriate actions are taken when misconduct is identified

8. Career Development

Collo supports equal opportunities in professional growth:

- Equal access to training and development opportunities
 - Career progression based on merit and performance
 - Fair and objective evaluation of performance
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9. Governance, Reporting and Responsibility

Responsibility for implementing and maintaining this plan lies with company management.

- Concerns or complaints can be raised through management or designated responsible persons
- Reported issues are handled in a fair, consistent, and confidential manner
- All employees are expected to contribute to an inclusive and respectful workplace

10. Monitoring and Development

ColloidTek Oy monitors its practices and organizational structure to identify potential imbalances and areas for improvement.

- Practices are reviewed periodically
- Where appropriate, corrective actions are taken
- The company may track relevant indicators (such as gender balance) as it grows

11. Updates

This Gender Equality Plan is reviewed yearly and updated as needed to reflect:

- changes in legislation
- organizational development
- identified improvement needs

With respect,

CEO, Jani Puroranta

27.03.2026

