

Association for Responsible and Trustworthy AI: Z-Inspection®

Gender Equality Plan

Version 1.0

Field	Content
Legal entity	Association for Responsible and Trustworthy AI: Z-Inspection®, Swedish ideell förening, organisation number 802555-9496, seat Stockholm
Adopted by	The board, 3 September 2026
Signed by	The Chair and one board member, signing jointly for the Association
Responsible	Gender Equality Officer, designated by the board
Review	Annually by the board
Contact	association@z-inspection.org

1. Purpose and scope

This plan sets out how the Association for Responsible and Trustworthy AI: Z-Inspection® promotes equality between women and men in its own work. It states who is responsible, what the Association measures, and what it commits to do. The plan applies to the board and to persons appointed by the board.

2. The Association

The Association is a non-profit association under Swedish law, registered on 20 March 2026. Its purpose under the bylaws is to promote the development, assessment, research and education of trustworthy, responsible and mindful AI, including the protection of fundamental rights. A board of four to five members elected by the general assembly leads the Association. Work is carried out by board members and members on a voluntary basis, by contractors under project agreements, and through collaboration with other organisations. The working language is English.

3. Responsibility, resources and expertise

The board designates a Gender Equality Officer from among its members. The Gender Equality Officer coordinates implementation, prepares the annual report under section 4, receives reports under section 6.4, and keeps the competence needed for the role.

The board commits the following resources.

- Gender Equality Officer time for coordination, reporting and handling of reports, recorded in the board minutes.
- Secretary time for the annual data collection and for including the gender equality report in the activity report.

4. Data collection, monitoring and reporting

The Secretary records the composition of the board by sex as of 31 December each year.

- The Gender Equality Officer prepares a short annual report from these data.
- The report forms part of the annual activity report that the Secretary presents to the annual general assembly.

At adoption the board has five members, all men.

5. Training and awareness raising

Board members receive training on gender equality that covers unconscious gender bias. The Gender Equality Officer arranges it and keeps a record.

6. Thematic areas

6.1 Work-life balance and organisational culture

Board meetings are held digitally or physically, scheduled to account for the time zones of participants, and announced in good time. Minutes are circulated promptly so that anyone absent can follow the decisions. Absence for caring responsibilities carries no disadvantage.

6.2 Gender balance in leadership and decision-making

Where the composition of the board remains unbalanced, the board states this and the reason in the annual report.

6.3 Integration of the gender dimension in research and assessment content

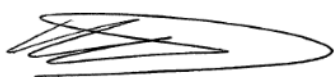
Each assessment includes a documented check of sex and gender effects in the data and in the impact on users.

6.4 Measures against gender-based violence, including sexual harassment

The Association does not tolerate sexual harassment, harassment on the ground of sex, or gender-based violence. Anyone can report a concern to the Gender Equality Officer or to any other board member. A person who is the subject of a report takes no part in handling it. The board decides the outcome and may exclude a member under section 3.4 c of the bylaws or terminate a contractor agreement.

7. Review

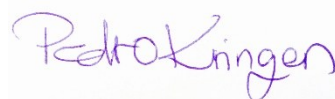
The board reviews this plan at least once a year on the basis of the annual report and may revise it. A revised plan receives a new version number and replaces the previous version on the website.



Magnus Westerlund

Chair

Place and date: Helsinki, Finland, 3 September 2026



Pedro Kringen

Board member

Place and date: Oslo, Norway, 3 September 2026