



Krafla Magma Testbed (KMT) Gender Equality Plan (GEP)

Effective date: August 14, 2025 and updated [...] March 2026

Approved by: KMT Board of Directors, signed by the CEO on behalf of the board

1. Introduction and Purpose

Krafla Magma Testbed NPO (KMT) is committed to creating and maintaining an inclusive, respectful, and equitable environment for all individuals engaged in its governance, scientific activities, and operations. This Gender Equality Plan (GEP) outlines our strategic approach to promoting gender equality, preventing gender-based discrimination and harassment, and integrating the gender dimension into all aspects of our work. As an international research infrastructure, KMT recognises that gender equality strengthens scientific excellence, enhances governance quality, and supports access to international funding.

This GEP complies with **Commission Recommendation 2003/361/EC** and meets the **Horizon Europe minimum process-related requirements**.

2. Scope

This plan applies to all individuals acting on behalf of KMT, including:

- Board of Directors
- Science Board members
- Funding Committee members
- CEO and staff
- Contractors and consultants
- Visiting researchers and collaborators

, regardless of gender, and extends to all KMT activities, partnerships, and public engagements.

3. Minimum Process-Related Requirements

3.1 Public Document

- This GEP is a formal document signed by KMT's top management and published on our official website: www.kmt.is
- It will remain publicly accessible for the duration of its implementation.

3.2 Dedicated Resources

- **Gender Equality Officer:** Appointed from KMT staff or contracted externally to oversee GEP implementation and act as the point of contact for gender-related matters. The Gender Equality Officer reports annually to the Board of Directors through the CEO. The Board of Directors retains ultimate oversight responsibilities for implementation of this policy.
- **Gender Equality Committee:** Established to monitor progress, chaired by the Gender Equality Officer, meeting at least twice a year.
- **Budget allocation:** Annual funding reserved for gender equality initiatives, training, and data collection activities.

3.3 Data Collection and Monitoring

- Collection of **sex/gender-disaggregated data** for all staff, volunteers, and collaborators annually.
- Annual monitoring report to measure progress against defined targets.
- Use of indicators such as gender composition at each organisational level, recruitment ratios, and promotion rates.
- Reports to be shared with KMT's Board of Directors and made publicly available on the KMT website.
- Where targets are not met, corrective measures shall be considered and documented.

3.4 Training and Awareness

- **Mandatory training** for all staff and decision-makers, including Board of Directors, Science Board and Funding Committee members appropriate to their governance roles on:
 - Gender equality principles
 - Unconscious gender bias
 - Prevention of gender-based violence and harassment
- Training delivered by qualified internal or external experts at least annually.
- Attendance records maintained.

4. Thematic Areas, Measures, and Targets

4.1 Work-Life Balance and Organisational Culture

- Promote flexible working hours and remote work options.
 - Ensure meeting times are compatible with caring responsibilities.
 - Encourage inclusive communication practices in all internal and external activities.
- Target:** By 2026, 90% of staff report satisfaction with work-life balance in annual survey.

4.2 Gender Balance in Leadership and Decision-Making

- Aim for a **minimum 40% representation of each gender** in leadership positions, committees, and decision-making bodies. Where imbalance persists, outreach or nomination measures may be introduced.
 - Actively encourage underrepresented genders to apply for leadership roles.
- Target:** Achieve balanced representation in leadership by 2027.

4.3 Gender Equality in Recruitment and Career Progression

- Use gender-neutral language in all job postings.
 - Ensure recruitment panels have at least one member of each gender.
 - Monitor promotion rates to identify and address gender disparities.
- Target:** No statistically significant gender gap in recruitment or promotion rates by 2028.

4.4 Integration of the Gender Dimension into Content

- Where scientifically relevant, KMT shall encourage consideration of the gender dimension in research design, data analysis, and dissemination. The Science Board may advise on scientific relevance but does not hold enforcement authority. Include gender-sensitive perspectives in

training materials, public talks, and research outputs.

Target: 100% of new projects reviewed for gender dimension integration by 2026.

4.5 Measures Against Gender-Based Violence and Harassment

- Adopt and enforce a **zero-tolerance policy** against sexual harassment, bullying, and gender-based violence.
- Establish confidential reporting mechanisms and protection for whistleblowers in line with KMT's Code of Conduct
- Reports may be made to the Gender Equality Officer, CEO, or Chair of the Board.
- All complaints shall be investigated promptly and confidentially.
- Provide immediate access to support services for victims.

Target: All reported cases investigated within 30 days and resolved with appropriate action.

5. Implementation and Review

- The Gender Equality Officer is responsible for coordinating and overseeing implementation.
- Annual review of the plan with progress report published online.
- Full revision of the GEP every two years or sooner if required by changes in legislation, grant conditions, or organisational needs.