

Gender Equality and Inclusion Plan

Fredrik Livheim AB

Organisation number: 556902-5710

Date: 29 May 2026

1. Purpose

Fredrik Livheim AB is committed to promoting gender equality, inclusion, psychological safety and non-discrimination in its work, collaborations, trainings, research-related activities and educational materials.

The purpose of this plan is to ensure that gender equality and inclusion are considered in how the company designs, delivers and evaluates its services, including lectures, trainings, workshops, digital content and consultancy assignments.

2. Scope

This plan applies to the company's internal work, external collaborations, educational materials, client assignments and research-related activities where relevant.

As a small company, Fredrik Livheim AB does not have a large staff structure, but the principles in this plan guide decision-making, communication, recruitment of consultants, partnerships and the development of content.

3. Core principles

Fredrik Livheim AB aims to:

- promote equal opportunities regardless of gender, gender identity or expression, age, ethnicity, religion or belief, disability, sexual orientation or socioeconomic background
- avoid stereotypes and exclusionary language in educational materials and communication
- support psychologically safe learning environments where different voices can be heard
- include gender and inclusion perspectives when developing programmes, interventions and training materials
- work with consultants and collaborators who respect these principles

4. Measures

The company will work with gender equality and inclusion by:

1. Reviewing educational and training materials from a gender equality and inclusion perspective.
2. Using inclusive and respectful language in communication, exercises and examples.
3. Considering diversity and representation when selecting examples, cases, images and collaborators.
4. Creating learning environments where participation is voluntary, respectful and psychologically safe.
5. Seeking feedback from participants, clients and collaborators on accessibility, inclusion and psychological safety.
6. Consulting external expertise when needed to review materials or strengthen inclusion perspectives.
7. Ensuring that any research-related or evaluation activities follow ethical standards and consider gender and inclusion where relevant.


5. Responsibility

The CEO of Fredrik Livheim AB is responsible for implementing and reviewing this plan.

6. Review

This plan will be reviewed regularly and updated when needed, especially in connection with larger projects, EU-funded collaborations or development of new programmes and educational materials.

Stockholm 29 May, 2026

A handwritten signature in blue ink, appearing to read 'Fredrik Livheim', with a long horizontal flourish extending to the right.

Fredrik Livheim, CEO