

# Non-discrimination and equality plan 1.3.2024–29.2.2026

CSC – IT CENTER FOR SCIENCE LTD.

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2.3	1.3.2024	<b>Non-discrimination and equality plan, updated</b>	<b>CSC HR: Tanja Tulonen, Hanna Leimola</b>



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# 1 Introduction

CSC – IT Center for Science Ltd wants to promote non-discrimination, equality and diversity in its work community. CSC does not accept any kind of discrimination in its work community, and to support this, it has drawn up a non-discrimination and equality plan based on valid legislation:

- Non-discrimination Act (Finlex 1325/2014),
- Act on Equality between Women and Men (Finlex 609/1986, section 6), and
- Act (1329/2014, section 6) amending the Act on Equality between Women and Men (Finlex 609/1986).

The Non-Discrimination and Equality Plan specifies the objectives set for the promotion of non-discrimination and equality and provides for their implementation, responsible units, resources, follow-up and informing on them.

The non-discrimination and equality plan is valid from 1 March 2024 to 29 February 2026. The up-to-dateness of its content will be checked and the need for updating will be assessed at the beginning of 2026 by HR and discussed in the CSC dialogue, where the personnel is represented by the occupational health and safety commissioner and the shop steward, and in addition, the administrative representative of the personnel will participate in the CSC dialogue. To support the updating work, a survey will be carried out for the personnel to identify the development areas of non-discrimination and equality and to support the planning of development measures. The survey can take place as part of the CSC personnel survey or as a separate survey.

## 2. CSC's commitment to promoting non-discrimination and equality

CSC's HR has prepared an non-discrimination and equality plan, and the management is committed to implementation. CSC's values: *We advance expertise as a community with assurance and integrity.*

We recognize diversity as a strength of our operations, which we want to promote. We will not merely refrain from acting wrongly, but in all our activities we purposefully strive to promote high-quality, high ethical standards, which essentially also includes





the promotion of non-discrimination and equality. The realization of this goal is not only the responsibility of the management but also of each individual CSC member.

### 3. Non-discrimination and equality survey

The non-discrimination and equality survey was conducted for CSC personnel between January 26 and February 2, 2024.

The purpose of the survey was to find out what kind of issues related to non-discrimination and equality CSC has, how non-discrimination and equality is realized among the personnel and what are pointed out as the key areas for development.

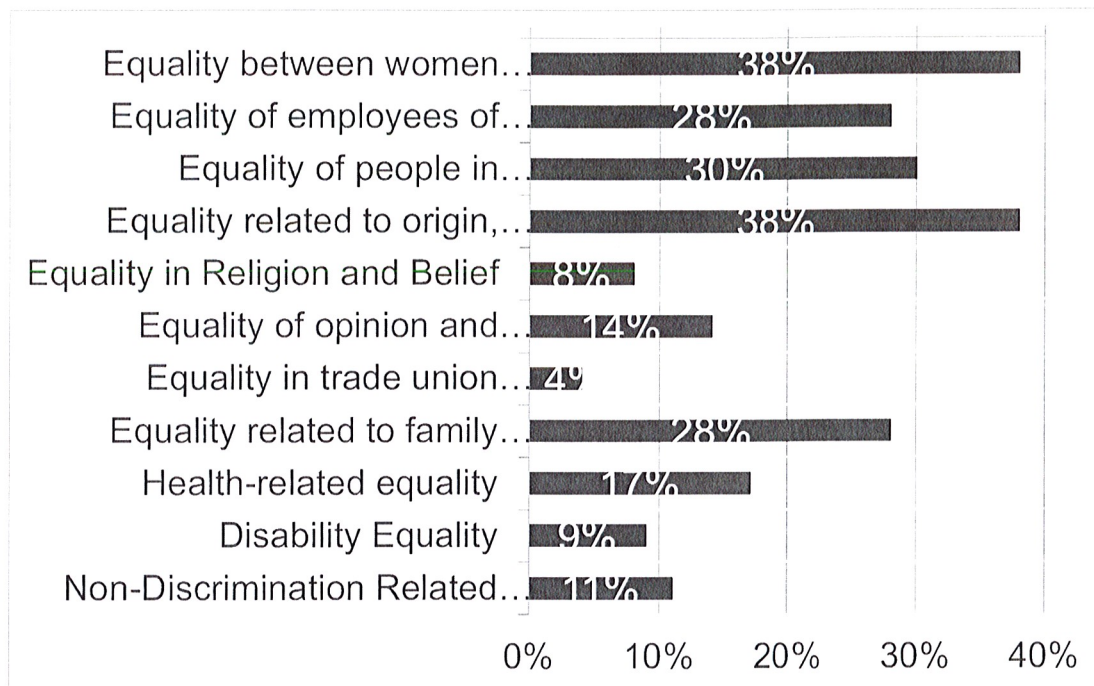
The results of the survey and possible development measures were discussed with the administrative representative of the personnel, the shop steward and the occupational health and safety representatives. The goals and measures of the equality and equality plan have been updated based on the results of the survey and joint discussion.

A total of 153 CSC employees responded to the survey, which was about 23% of the entire staff

In the survey, they were asked to choose 3 themes related to equality and equality, where CSC has the most to develop. According to the answers given, equality between women and men (38%) and non-discrimination related to origin, citizenship and language (38%) were seen as the things that need to be improved the most. The second most improvement was seen in the non-discrimination of those in different employment contracts (30%), and in a shared third place in the non-discrimination related to family relationships and private life (28%) and the non-discrimination of employees of different ages (28%).

Through the survey a big number of development proposals on different themes was received. Development goals and measures related to the five themes mentioned above have been added to this plan. The feedback received in the survey is also taken into account in other development initiatives.





## 4 Objectives and measures 3.1 Recruitment

Measures planned to be implemented during the validity of the non-discrimination and equality plan.

### 4.1 Non-discrimination and equality between women and men

#### 4.1.1 Recruitment

- Job-specific goal: Applicants for open positions are treated non-discriminatory and equally.
- Measures (& responsible party):
  - The recruitment criteria are merely and only the person's skills and experience and suitability for the task in question. (recruiting supervisor)
  - Guiding supervisors in recruitment and selection decisions is emphasized (HR)



- As an employer, different applicants are encouraged to apply for a job in application notices (recruiting supervisor)
- In the application notices, attention is paid to the fact that the application notices are non-discriminative and equal in spirit and support non-discrimination and equality. For example, application notices must not contain elements that signal that a representative of a certain gender is a more desirable applicant than others. (recruiting supervisor & HR)

#### 4.1.2 Appointment of members for work groups and roles of persons working in various work and management groups

- Workplace-specific goal: When appointing persons for work groups and agreeing on the roles and responsibilities of people working in different work and management groups as members, diversity is taken into account as a resource and the implementation of non-discrimination and equality in the best possible way are taken into account.
- Measures (& responsible party): Guidelines will be created for CSC on consideration of non-discrimination and equality when appointing members for different work groups and when agreeing on the roles of people working in different work and management groups as group members. (Guidelines: HR; with regard to the appointing group members of work groups: the person(s) responsible; when agreeing on the mutual roles of the members of various work and management groups: group members)

## 4.2 Non-discrimination and equality related to origin, citizenship and language

### 4.2.1 Non-discrimination and equality related to language

- Workplace-specific goal: In accordance with our language policy, Finnish and other-speaking personnel will be taken into account in the best possible way, non-discrimination and equality will be promoted, language training will be offered in English and Finnish, and opportunities for participation regardless of language will be strengthened.
- Measures (& responsible party):
  - Language training is offered to personnel (HR)
  - We monitor that the materials and opportunities offered to personnel comply with our language policy (HR, Comms, supervisors and management)





- Define the metrics for the successful implementation of the language policy (HR, Comms)

#### 4.3 Non-discrimination and equality of those in different employment types

- Workplace-specific goal: Workers in different employment types are considered in a way that supports non-discrimination and equality.
- Measures (& responsible party):
  - Clarifying guidelines related to various employment types, for example when it is possible to participate in events and trainings offered by the employer, and e.g. group/unit recreation days or personnel services and benefits (HR)

##### 4.3.1 Development/renewal of remuneration and performance management models

- Workplace-specific goal: development/renewal work on remuneration and performance management models
- Measures (& responsible party):
  - Development/renovation of remuneration, performance and development management models: we renew CSC-discussion model covering objective setting, performance review and development discussions, create a job framework / remuneration system, promote salary transparency, unify our title and job description practices. (HR)
  - In terms of titles, the development work also takes into account the pruning of titles and parts of titles that refer to age (e.g. junior/senior) (HR)

#### 4.4 Non-discrimination and equality related to family relationships and private life

- Workplace-specific goal: To promote non-discrimination and equality for those living in different family situations utilizing flexible work arrangements, such as by multi-position work, flexible working hours and flexible working hours (TAJ)
- Measures (& responsible party):
  - Clarifying guidelines for supervisors in vacation planning (HR)
  - Clarifying guidelines on the intranet about flexible work arrangements, personal unpaid leaves, remote work and how to act in practice in these situations. (HR)

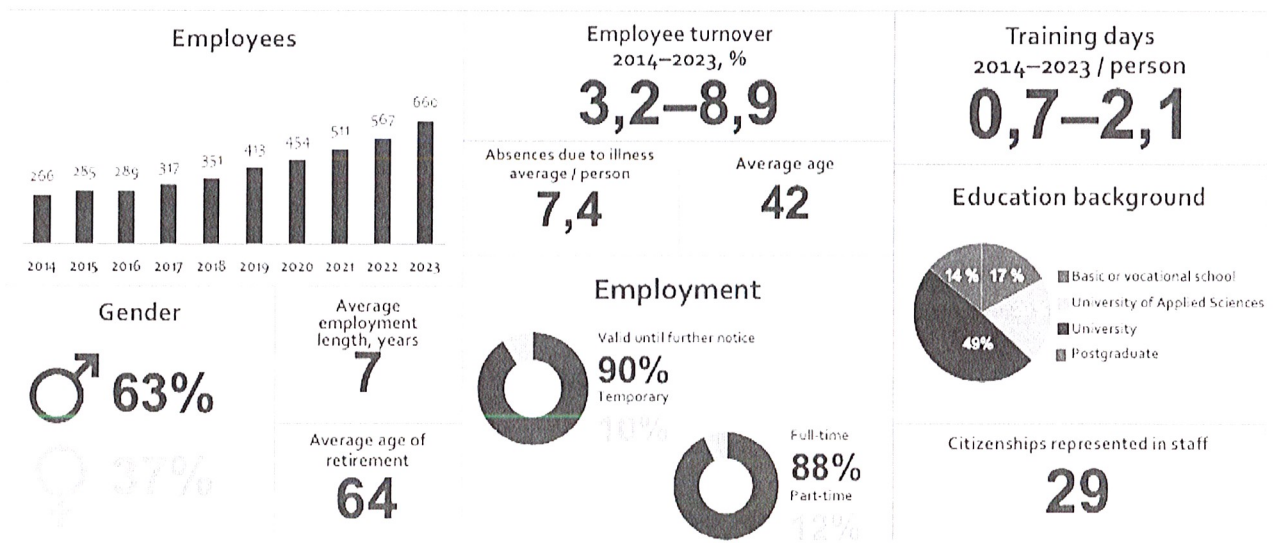


## 4.5 Non-discrimination and equality of employees of different ages

- Workplace-specific goal: Paying attention to age management as one of the aspects of people management.
- Measures (& responsible party):
  - Age management and the opportunities it brings will be taken into account as a theme in leadership development programs. (HR)

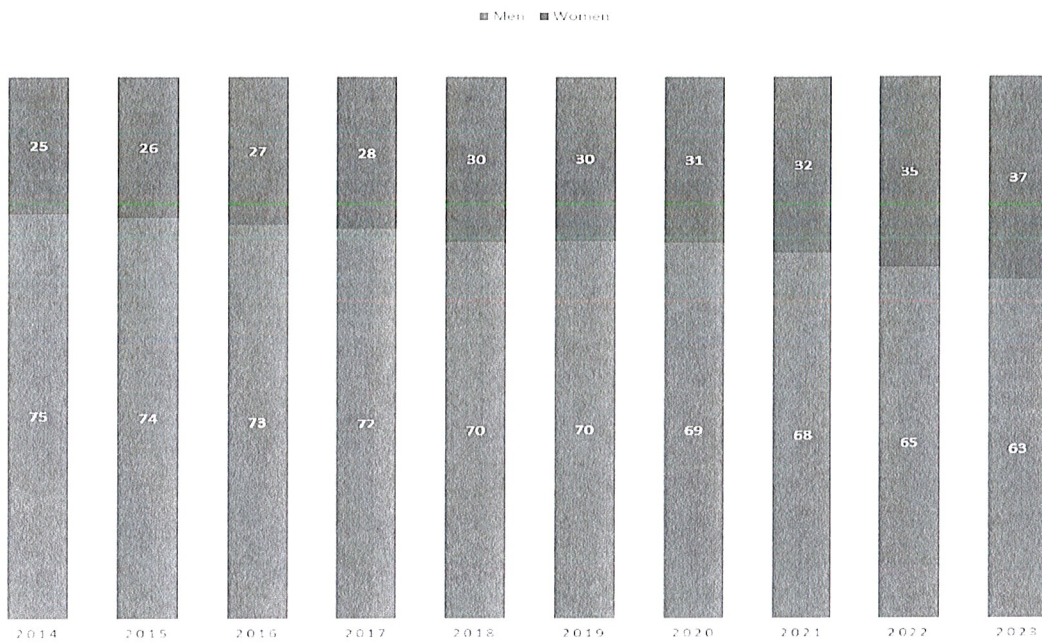
## 5. Background statistics

### 5.1 Personnel 2023

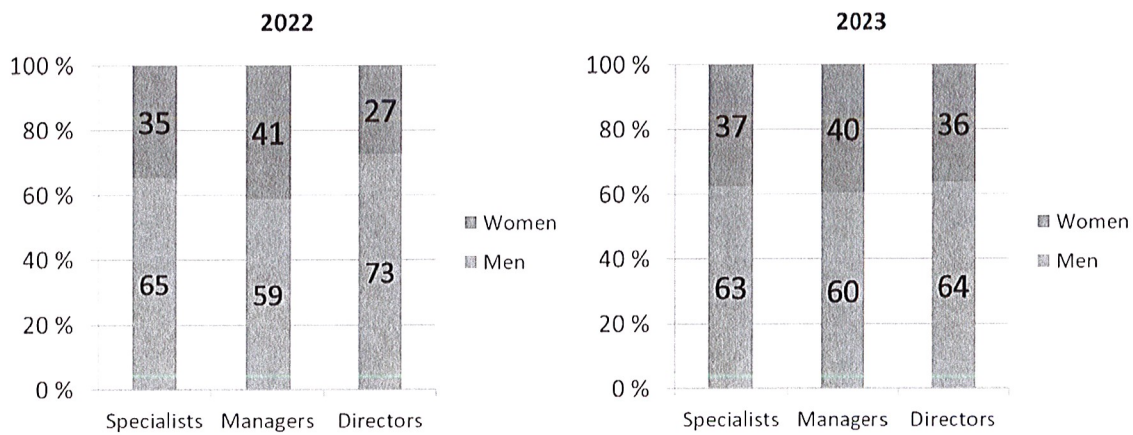




## 5.2 Henkilöstö sukupuolen mukaan



## 5.3 Naisten ja miesten jakautuminen roolin mukaan



CSC Board 2022:  
- 3 men  
- 4 women

CSC Board 2023:  
- 4 men  
- 3 women



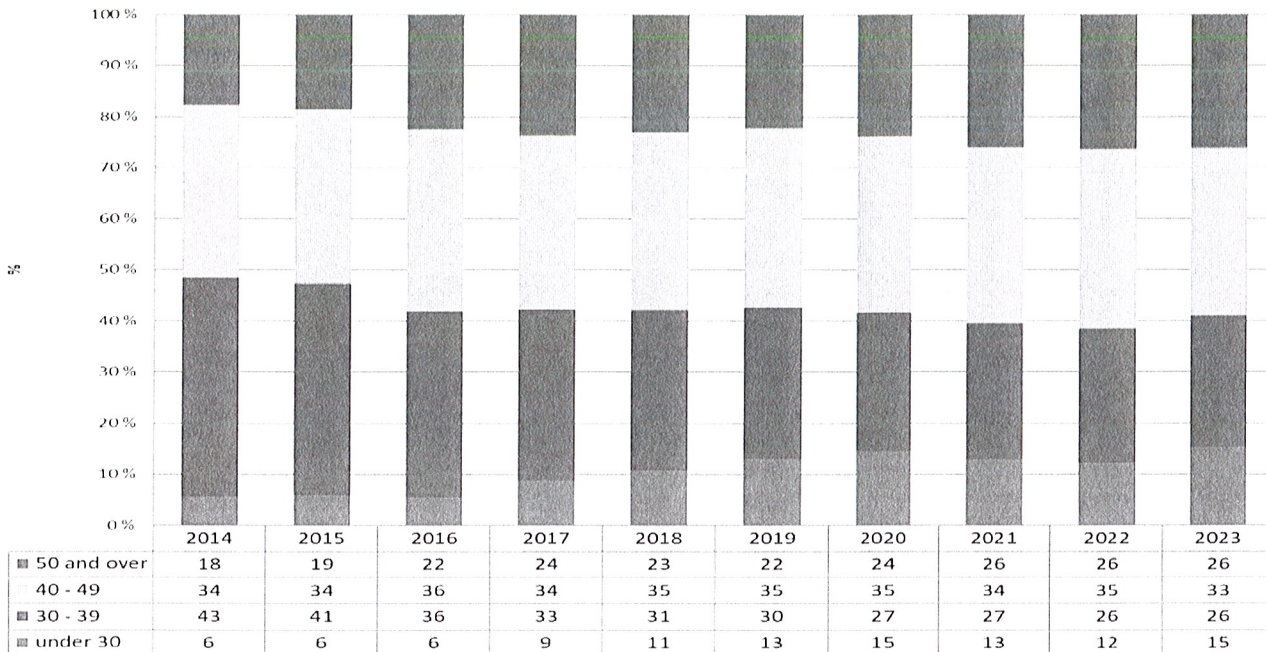
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## 5.4 Henkilöstö ikäryhmittäin



## 6 Allekirjoitus

ESPOO 1.3.2024

Kimmo Koski, toimitusjohtaja  
CSC – Tieteen tietotekniikan keskus Oy



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