

Gender Equality Plan 2026-2028

Flowtropolis AB

Version	1.0
Date of publication	2026-07-16
Approved by, title	Robert Södergren, CEO
Organisation	Flowtropolis AB, Sweden
Website	flowtropolis.se/gender-equality-plan

1. Management commitment

Flowtropolis AB is a small Swedish B2B SaaS. During the period of this plan, the company expects to remain small. This Gender Equality Plan is therefore designed to be practical, proportionate and integrated into day-to-day management rather than handled through a separate HR function.

Flowtropolis is committed to providing an inclusive, respectful and equal working environment where employees, contractors, consultants, partners and users are treated fairly. Decisions on recruitment, project roles and work opportunities should be based on competence, responsibility, performance and business needs.

The plan is endorsed by Flowtropolis management and published on the company website.

2. Scope

This plan applies to Flowtropolis AB for the period 2026-2028. It covers the areas where a small software company can act directly:

- recruitment and team development
- work environment and company culture
- project leadership and collaboration
- software design, testing and validation
- annual management review

The plan focuses on clear responsibilities, fair practices and practical follow-up.

3. Responsibility and resources

Overall responsibility for this plan lies with Flowtropolis management.

The appointed internal responsible person is:

Name: Robert Södergren

Role: CEO

Email: [robert \(at\) flowtropolis \(dot\) se](mailto:robert(at)flowtropolis.se)

The responsible person will coordinate the annual review, keep the plan available internally and externally, and raise any relevant issues with management.

4. Monitoring

Flowtropolis will review this plan once per year. The review will focus on whether the company's practices remain fair, whether any issues have been raised, and whether any practical improvements are needed.

Where meaningful and compatible with individual privacy in a small team, the annual review will include sex-disaggregated personnel data and relevant indicators.

Where relevant, the annual review may consider:

- team composition and project leadership roles
- recruitment and hiring decisions during the year
- whether employees and contractors have equal access to relevant information and opportunities
- any reported issues related to discrimination, harassment or exclusion
- feedback from software testing or customer-facing projects where inclusion or usability issues are relevant

For a small team, individual privacy is important. Flowtropolis will not publish detailed statistics where individuals could be identified. The review will be documented as a short internal management note.

The first annual review will take place by June 2027.

5. Awareness and guidance

Flowtropolis will provide at least one short internal briefing, training session or documented guidance on gender equality and unconscious bias during the period of this plan. This can be handled through onboarding material, a short management briefing or a project start-up discussion.

Relevant topics may include:

- equal treatment and non-discrimination
- bias in recruitment and team decisions
- respectful workplace behaviour
- clear routes for raising concerns
- inclusion and usability in B2B software design and validation

6. Priority areas and actions

6.1 Recruitment and team development

Flowtropolis recruits infrequently. When recruitment takes place, the process should be clear, skills-based and fair.

Action	Owner	Timing	Indicator
Use clear role descriptions and objective selection criteria before hiring	Management	When hiring	Role criteria documented before candidate selection
Use inclusive and neutral wording in job ads and role descriptions	Management	When hiring	Job ad reviewed before publication
Consider whether the candidate pool is unnecessarily narrow before making a final decision	Management	When hiring	Short review made during hiring process
Allocate project leadership roles based on competence, interest, availability and business needs	Management	Ongoing	Reviewed in annual management review

6.2 Work environment and company culture

Flowtropolis aims to maintain a direct, respectful and low-bureaucracy culture where people can raise issues early.

Action	Owner	Timing	Indicator
Maintain a zero-tolerance position on harassment and discrimination	Management	Ongoing	Communicated internally
Provide a clear route for raising concerns directly to the responsible person or management	Management	2026	Responsible person named in this plan
Review reported issues and take corrective action where needed	Management	If needed	Issue reviewed and documented where appropriate
Support flexible working arrangements where compatible with delivery needs	Management	Ongoing	Handled case by case

6.3 Inclusion in software design and validation

Flowtropolis develops B2B software for industrial XR workflows. Its direct responsibility is software clarity, usability, configuration logic, documentation and validation workflows.

Where relevant, Flowtropolis will consider:

- clarity of instructions and user interface text
- readability and language accessibility
- different levels of prior XR, gaming or technical experience
- usability for different industrial roles and experience levels
- whether software-based workflows are understandable for non-technical users
- whether test participants reflect the intended user roles where feasible

Action	Owner	Timing	Indicator
Include usability and inclusion considerations in relevant software validation plans	Project lead	Relevant projects	Included where applicable
Test configuration flows with intended user roles where feasible, including non-technical users when relevant	Product lead	Relevant product work	User feedback reviewed
Review whether instructions, configuration flows and training logic are understandable for intended users	Product lead	Ongoing	Feedback or test notes reviewed
Adjust software defaults, instructions or configuration flows where testing shows systematic usability barriers	Product lead	Ongoing	Design changes documented where relevant

7. Work-life balance

Flowtropolis supports a working culture compatible with professional responsibilities and private life. In a small team, flexibility is managed directly between the individual and management.

Action	Owner	Timing	Indicator
Support flexible working hours and remote work where compatible with delivery needs	Management	Ongoing	Handled case by case
Plan meetings and project activities with reasonable notice where possible	Project leads	Ongoing	Applied in project planning

Avoid unnecessary exclusion from key decisions due to working patterns	Management	Ongoing	Reviewed in annual management review
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8. Review and communication

This Gender Equality Plan will be reviewed annually by Flowtropolis management. **The first review will take place by June 2027.** The plan will be updated and republished if material changes are made.

The plan is published on the Flowtropolis website and made available internally to employees and relevant contractors.

9. Approval

Approved by Flowtropolis AB management.



Name: Robert Södergren

Title: CEO

Date: 2026-07-16