

Geological Survey of Finland Non-Discrimination and Gender Equality Plan

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	Title of report The Non-Discrimination and Gender Equality Plan of the Geological Survey of Finland	
	Abstract This Non-Discrimination and Gender Equality Plan has been prepared in accordance with the obligations set out in the Non-Discrimination Act (1325/2014) and the Act on Equality of Women and Men (609/1986). This document includes both the personnel policy Non-Discrimination and Gender Equality Plan and the operational Non-Discrimination Plan. The salary review included in the Gender Equality Plan is presented in Annex 1. The plan can be used to systematically advance equity, gender equality and diversity of personnel through concrete actions in 2026–2028. The plan also considers the requirements and objectives described in the EU Commission's Horizon Europe Guidance on Gender Equality Plans (GEPs). (European Commission, Directorate-General for Research and Innovation, ISBN 978-92-76-39184-5). GTK's internal DEI network has participated in the preparation of the document. Operational activities, science and innovation, the work environment team, communications and human resources management have been involved in the preparation of the Operational Equality Plan. The document was discussed by GTK's Co-operation Council on 26 May 2026, by the Sustainability Network on 11 June 2026 and approved by Management Group on 17 June 2026.	
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1 DIRECTOR GENERAL'S REVIEW

In recent years, GTK's work community has become more diverse and international. The traditional gender distribution in the field of geology is becoming more balanced, and for us, this is reflected in the even distribution of supervisory duties, among other things. At the same time, an increasing number of GTK employees bring with them international expertise and new perspectives.

Internationalisation can be seen in our everyday lives as multilingual teams, cooperation in a global research environment and encounters between different operating cultures. This enriches our work and requires us to invest even more strongly in equal and inclusive operating methods.

We want everyone at GTK to be able to be themselves and feel that they are valued and treated fairly. The information collected on the personnel shows a good starting level, but also the need to develop the experience of equal treatment.

We systematically promote non-discrimination and equality in all our operations – from recruitment to management and customer work, both domestically and internationally. This plan guides our work, but it is the everyday actions that are crucial: equality is born from actions.

Together, we build a work community where diversity is a resource.

Saku Vuori, Director General

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2 INTRODUCTION

At GTK, we have drawn up an equality and non-discrimination plan in accordance with the obligations set out in the Non-Discrimination Act 1325/2014 and the Equality Act 609/1986.

These key values will remain an essential part of GTK's operating culture and practices throughout the strategy periods. Our goal is for diversity, non-discrimination, equality and inclusion to become an integral and built-in part of all GTK's operations both internally and externally in the long term.

At GTK, the promotion of non-discrimination and gender equality is a key part of our personnel policy and strategy, the human-sized working life theme, and the development of the well-being and culture of our work community. These values guide everything we do.

Our personnel policy Non-Discrimination and Gender Equality Plan is based on a self-assessment, which we carried out with the help of FIBS's diversity management tool. In addition, we utilised data from our employee surveys and the Diversity, Equality, Inclusion (DEI) survey conducted in 2024. The plan includes the measures required by the Non-Discrimination and Equality Act, as well as their practical implementation, monitoring, responsible parties, evaluation and communication.

We evaluate the Non-Discrimination and Gender Equality Plan annually in cooperation and update it as necessary, but at least every two years. HR coordinates the implementation of the plan (updating, monitoring, communication) and ensures that the measures are linked to HR processes. An internal DEI network supports development. Operational equality measures are implemented in service and function packages (e.g. project work, communications, premises). The necessary working hours and expertise are reserved annually for implementation as part of normal management and development work.

2.1 Key contents of the Non-Discrimination and Equality Act

The purpose of the Non-Discrimination Act (1325/2014) is to promote and safeguard the realisation of equity and to enhance the legal protection of victims of discrimination. Employers must assess and promote equity in the workplace and take measures to eliminate discrimination as soon as they become aware of it.

The purpose of the Act on Equality of Women and Men (609/1986) is to prevent gender-based discrimination and to promote equality between women and men and to improve the position of women, especially in working life. The Equality Act also prohibits discrimination on grounds of gender identity and gender expression.

Employers must draw up an equality plan at least every two years, especially with regard to pay and other terms of employment, in accordance with which measures to promote equality are implemented. This plan also includes the non-discrimination plan. The part of the salary review (in Annex 1), on the other hand, can be agreed to be updated every three years. The equality plan must be drawn up in cooperation with the representatives appointed by the personnel.

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2.2 Key concepts of the plan

Diversity refers to the differences between employees in terms of age, gender, ethnic or national background, nationality, language, religion, belief, sexual orientation, family situation, disability, state of health, functional capacity, neurodiversity, educational background, values and personality.

Equity means that all people are equal. The concept also includes the promotion of fairness and impartiality in different processes, procedures and the allocation of resources.

Equality refers to equality between women and men (*gender equality*).

Inclusion refers to an equal, non-discriminatory, inclusive and participatory approach.

3 MONITORING AND EVALUATION OF THE IMPLEMENTATION OF THE NON-DISCRIMINATION AND GENDER EQUALITY PLAN

We regularly monitor and assess the implementation of the measures included in GTK's Non-Discrimination and Gender Equality Plan. The personnel survey and the annually produced salary and personnel statistics provide information on the realisation of equality and gender equality among GTK employees. Based on the results, we will assess the current state and measures and, if necessary, supplement and update the plan. In 2027, we will introduce the government's joint Equality Baro, which will provide us with more detailed information on our personnel's experiences of the realisation of equality and non-discrimination at GTK. The survey will be carried out every two years. We report annually on the key indicators of the non-discrimination and equality plan and the progress of the measures in cooperation and in the management team.

3.1 Assessment of the implementation of the measures in the previous plan

The measures we presented in the previous Non-Discrimination and Gender Equality Plan have mainly been implemented.

Subject	Procedure	Implementation
Recruitment	Development of the recruitment process from the perspective of equity and gender equality (e.g. anonymous recruitment, standardised interviews, diversity clause).	Continuous. The recruitment process is constantly being developed, for example, we have drawn up a recruitment policy, reviewed the gender neutrality of the language of the job advertisements, updated the diversity clause in the job advertisements and the interview guide. We will pilot anonymous recruitment in 2026. Supervisors have been trained in recognising and taking into account unconscious prejudices.

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Constantly developing competence	Updating the guidelines on supporting competence development and actively communicating them to the personnel. Supervisors are instructed to communicate opportunities for competence development to the personnel.	Achieved. The competence development guidelines have been updated, and the personnel and supervisors have been informed about them in 2025. A long-term development plan for the key competencies of GTK is being prepared.
Terms and conditions of employment relationship	Supporting international employees: utilising the Culture Buddy programme, developing onboarding material by highlighting the special characteristics of Finnish legislation, supervisors take this into account in onboarding and development discussions.	Partially realized. The Culture Buddy program was in operation from 2022 to 2025, was changed to the Onboarding Buddy program, which is still in operation today. Information on labour legislation and Finnish working life has been added to the intranet in English. Info's on employment matters are held in Finnish and English.
Management and leadership	Coaching for supervisors on diversity, equality and inclusion.	Realized and continuous. In 2023-2024, we organized several trainings within the framework of the DEI development project. eOppiva's online courses are also available.
Work-life balance	Supervisors strive to set an example, a positive attitude towards family leave is taken into account in internal communications and the use of accumulated holidays is encouraged.	Partially realized and continuous. The use of accumulated holidays and balances has been communicated and supervisors have been instructed.
Working atmosphere	Strengthening the feedback culture, management communication on its development, staff guidance and internal communication.	Partially realized and continuous. The importance of feedback is emphasized in the take and jake guidelines and in internal communications.
Diversity, equity and inclusion skills	Staff training in DEI skills and guidance on harassment cases.	Achieved. In 2023-2024, within the framework of the DEI development project, we organised several training sessions and discussion events for the personnel. eOppiva's online courses are also available. GTK's guidelines for inappropriate treatment, harassment and discrimination have been updated in 2025. The GTK Way courses, which were launched in 2025 and are mandatory for all GTK employees, ensure that everyone is familiar with the common practices and guidelines.
Pay	Career rotation and opportunities for advancement regardless of the dura-	Continuous. Internal search has been actively utilized. A salary info is held

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	tion and type of employment relationship will be ensured, e.g. as part of project planning and the use of internal search. Supervisors are trained in salary and remuneration communications.	annually for supervisors and personnel. Salary changes are supported by an Excel tool that can be used to examine the equality effects of salary changes in the unit/area of responsibility. The results of the personnel survey have been monitored annually (e.g. HR, management team). Based on the results, the development needs of the salary system have been examined with employee representatives (VPJ group, collective agreement negotiations). In addition, the results have been taken into account in the content of supervisor training.
Equal allocation of work	Supporting women's career development through training, job rotation and new responsibilities.	Continuous. Half of the supervisors are women and half are men. The Equal Pay Index is monitored annually and is 99%.

4 REPORT ON THE CURRENT SITUATION

In the report on the current state of equality and non-discrimination among GTK's personnel, we have examined several different sources of information. With the help of pay data, we examine pay equality. Through the joint central government personnel survey (PersonnelBaro), which is carried out every year, we monitor the well-being of our personnel at work.

In 2023–2024, we carried out a large-scale DEI development project with the help of the State Treasury's Kaiku development grant. One part of the project was the DEI survey, the results of which provided us with more information about the personnel's experiences of the realisation of equality and non-discrimination at GTK.

The pay survey (Annex 1) shows that GTK's equal pay index is at a good level (99%). The survey also examines the placement of women and men in the job requirement categories and the averages of the personal salary component for women and men. In summary, based on the salary survey, it can be stated that there are no large, unjustified gender pay differences at GTK. Nevertheless, it is necessary to monitor and review certain groups to ensure that the differences observed in them are not unjustified and/or gender-suggestive. We monitor and review wage statistics regularly.

Our annual personnel survey changed from VMBaro to PersonnelBaro in 2025. The questions concerning non-discrimination and equality changed, so there is no direct comparability with the results

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of previous surveys. At VMBaro in 2021–2024, the averages of these questions were at a good level, and they had increased during the review period.

From the current PersonnelBaro, we have selected three questions that form our own DEI indicator. These questions are: "I feel that I am appreciated in our work community." (A), "I can be myself in our work community." (B) and "I feel that the personnel are treated fairly and equally in our organisation." (C). The averages for these questions in 2025 were A= 3.31, B= 3.56 and C= 2.99 (on a scale of 1 to 4). The first two are at the top level (over 3.25) and the third at a good level. The average value of the DEI indicator is 3.29 (top level). Question C is worth noting, as the average is below the top level and is easily hidden below the average of the DEI indicator. To ensure that this core of equality is not overshadowed, it must also be monitored separately in addition to the DEI indicator.

In April 2024, we carried out a DEI survey, to which more than 60% of the personnel responded. Based on the results, we can conclude that the promotion of DEI is seen as important at GTK, the teams have an open and constructive discussion culture, and supervisors lead inclusively. The majority of GTK employees feel that they can be themselves at work, but in this respect, the assessments of those belonging to neuro- and sexual minorities were significantly worse. A significant part of these minorities have to hide or cover up some part of themselves at work. A similar difference also emerged in questions related to belonging to GTK.

The communication of the top management about the importance of promoting DEI was highlighted as an area for development. The discussion culture, which challenges unconscious assumptions and discriminatory norms, also received weaker ratings. The open-ended responses highlighted in relation to the feeling of belonging to the organisation the division between support functions and operational activities, which was perceived as strong, and that everyone’s work is not as valued as others. Remote work was felt to bring challenges to teamwork and belonging, and there was a need for more informal interaction situations and face-to-face encounters.

As a conclusion of the evaluation, it can be stated that non-discrimination and equality are well implemented at GTK, although there are areas for development. Particular attention should be paid to underrepresented personnel groups, strengthening team spirit throughout the organisation, visible commitment of management, discussion culture, and monitoring of group-specific pay differences. Developing the competence of the personnel and increasing awareness of DEI issues is an important starting point for ensuring the success of various measures.

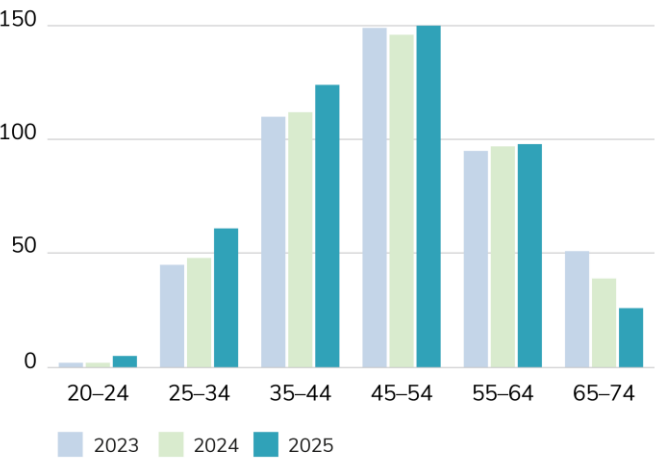
Personnel structure:

Number of employees	2023	2024	2025
Persons	453	446	464

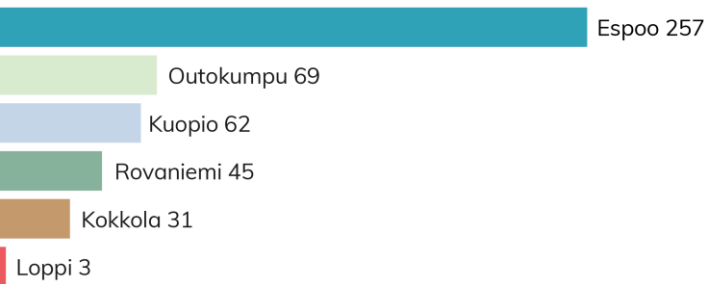


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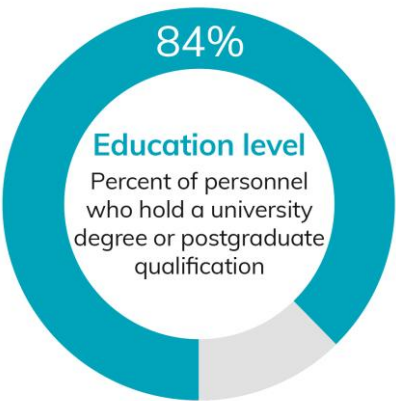
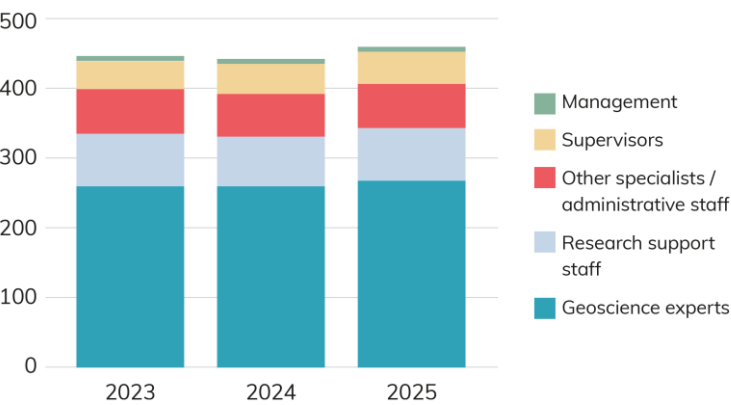
Age distribution of personnel 2023–2025



Personnel by location



Personnel groups 2023–2025



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5 OBJECTIVES, MEASURES AND MONITORING TO PROMOTE EQUALITY AND NON-DISCRIMINATION AT GTK

Our goal is to guarantee all GTK employees a work culture and work environment that respects diversity and is equal, and non-discriminatory. We aim to promote these values by implementing them in relation to recruitment, division of duties, opportunities for competence development, career planning, remuneration, terms of employment, leadership, supervisory work, work atmosphere, work-life balance, and our diversity, equality and inclusion skills.

5.1 Promoting equality at GTK

At GTK, we have consciously promoted diversity, equality and inclusion for several years. With the goals and measures described in this plan, we will ensure that this work continues in 2026–2028 and beyond the strategy periods. Since this is a learning process shared by our entire organization, it requires a two-way change: in the organization and in us humans.

5.1.1 Recruitment

We consistently foster diversity and equality in our various processes. In recruitment, we emphasize the criteria that have been predefined in the early stages of the application process and in the job advertisement. Ensuring equal treatment at the different stages of recruitment is essential, especially in the activities of supervisors and HR.

Objectives	Actions	Responsibility	Schedule	Follow-up
We aim to strengthen the diversity of our personnel.	- Developing the recruitment process from the perspective of gender equality (e.g. use of gender-neutral language in job advertisements, diversity in job advertisement images). - Development of the recruitment process from the perspective of equality (e.g. anonymous recruitment, standardised interviews, diversity clause, international recruitment).	HR	2026–2028, ongoing	Information on applicants and selected applicants by gender is collected. Applicant feedback

5.1.2 Continuously developing competence

We ensure that our personnel are in an equal position in terms of opportunities for competence development. Everyone has equal opportunities to apply for and, if necessary, receive training to maintain and develop their skills in accordance with GTK's policies and principles.

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Objectives	Actions	Responsibility	Schedule	Follow-up
We actively anticipate the future, the development of the operating environment and customer needs, and seize opportunities.	- We draw up and implement a long-term development plan for GTK's key competencies. - We actively communicate the forms of support for competence development and competence development opportunities to the personnel. We instruct supervisors to communicate the opportunities for competence development to the personnel.	Top management and HR	2026–2028, ongoing	Evaluation of one's own actions. Annual competence development plan and its updating, as well as monitoring of current affairs communications.
Employees can plan their career development and learn, develop and advance in their careers within GTK.	- We develop competence development growth paths so that they support different personnel groups equally; we create new growth paths and update existing ones. - We encourage our staff to use mentoring based on GTK's mentoring process. Piloting the process on the project manager's growth path.	HR, supervisors	2026-2028, ongoing	Completion and deployment of planned paths, as well as updates to existing ones. Participant experiences of the mentoring pilot.

5.1.3 Terms and conditions of employment relationship

Our work community consists of experts from different fields from all over the world. Our common languages are Finnish, Swedish and English. The terms of employment are implemented equally and they are determined in accordance with the state's collective agreements. The provisions concerning public service relationships can be found in the Act and Degree on Public Officials in Central Government (750/1994). The provisions on the terms and conditions of employment are laid down in the Employment Contracts Act (55/2001) and the collective provisions concerning both types of employment are contained in the central level collective agreement. In addition, contractual terms and conditions specifying the collective agreement for central government have been agreed at the organisational level.

Objectives	Actions	Responsibility	Schedule	Follow-up
We ensure that international, non-Finnish-speaking experts are familiar with	We develop and utilize the Onboarding/Culture Buddy program.	HR, supervisors	2026–2028	The implementation and effectiveness of the measures will be assessed as part of the feedback from the onboarding, personnel

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the terms of employment and their own rights as GTK employees.	- We develop the onboarding material prepared for international experts by highlighting the special characteristics of Finnish legislation more strongly. - In connection with the onboarding, the supervisor goes through the key terms and conditions, rights, obligations and GTK's operating methods of the employment relationship with a new international or non-Finnish-speaking employee, and ensures that the employee understands through discussion.			surveys and feedback received from supervisors.
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5.1.4 Management and leadership

All of GTK's supervisors play a key role in fostering an equal and inclusive work culture that values diversity. The supervisors' own example and ways of working have a great impact on ensuring that everyone is treated equally, non-discriminatorily and inclusively.

Objectives	Actions	Responsibility	Schedule	Follow-up
Every supervisor at GTK is committed to promoting an equal and non-discriminatory work culture.	We offer coaching on diversity, equality and inclusion to every supervisor (<i>Diverse working life course</i>).	Top management, HR and supervisors	2026–2028	The personnel's experiences of supervisory work are monitored with the help of the personnel survey.
GTK's top management is committed to DEI work	Top management ensures that diversity, equality and inclusion are realised in the organisation through their own decision-making and that this is also reflected in their communications.	Top management	2026-2028	The personnel's experiences of the activities of the top management are monitored with the help of the personnel survey.

5.1.5 Work-life balance

At GTK, we want to strengthen work-life balance and family-friendliness. We apply the flexibility required by the family situation at work equally to all employees.

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Objectives	Actions	Responsibility	Schedule	Follow-up
We strengthen the work-life balance.	- Supervisors strive to set an example of work-life balance. - We take into account different family types and life situations in our processes. - We encourage internal communications employees to take the accumulated holidays and balance hours.	HR, supervisors, top management	2026–2028	We examine work-life balance by monitoring the accumulation of hourly balances and the use of vacation days, among other things.

5.1.6 Working atmosphere

We take care of the working atmosphere and strive to ensure that it supports the work of every GTK employee. In addition, each of us can contribute to the creation of an appreciative and respectful diverse work culture through our own behavior and interaction.

At GTK, we do not accept inappropriate treatment in any form. At GTK we generally require normal and appropriate behaviour and do not tolerate bad behaviour, bullying, discrimination, sexual harassment or harassment. The notification can be made to the supervisor, HR or occupational safety and health. The matter will be dealt with without delay, discussions will be held with the parties involved to clarify the matter and, if necessary, measures will be taken to resolve the situation. The effectiveness of the measures and the resolution of the situation will be monitored until the situation has normalized. GTK's Instructions for Situations of Inappropriate Treatment, Harassment and Discrimination, as well as GTK's Operating Procedure for Dealing with Public Harassment and Online Targeting, specify these processes.

Objectives	Actions	Responsibility	Schedule	Follow-up
We build an open and respectful feedback culture that promotes learning and the appreciation of the work and professional skills of every GTK employee.	- The top management communicates internally why and how we develop the feedback culture. - We regularly highlight the strengthening of the feedback culture, and we make instructions for giving and requesting feedback available to everyone.	Top management, communications, HR, supervisors	2026–2028	Personnel Strategy's indicators for performance management.

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Every GTK employee behaves professionally and respectfully towards each other, which is reflected in respectful and constructive interaction.	- We will create a GTK Way course on employee skills for all GTK employees to complete. - We highlight and promote professional work behaviour in various ways on our intranet pages. We define what professional work behaviour means and how people are expected to act at GTK. - We organise joint gatherings with the aim of strengthening cooperation and team spirit at GTK.	HR, communications, top management, supervisors	2026-2028	Results of the topic of work community interaction in PersonnelBaro. PersonnelBaro: responses to the question "I feel that I am valued in our work community."
Consideration of underrepresented employee groups	- We take into account the perspective of underrepresented personnel groups in various processes. - The internal DEI network considers measures to take into account underrepresented employee groups.	HR	2026-2028	Evaluation of one's own actions. Open answers from PersonnelBaro and EqualityBaro.

5.1.7 Diversity, equity, and inclusion skills

Every GTK employee has an important role to play in strengthening a culture that values diversity, equality and non-discrimination. We enable everyone to continue to raise awareness and understanding of diversity, equity, and inclusion by incorporating it into our shared processes. In this way, we also prevent discrimination based on gender, gender identity or gender expression, among other things.

Objectives	Actions	Responsibility	Schedule	Follow-up
We ensure that every GTK employee knows how to promote equality, inclusivity and diversity in their work.	We offer every GTK employee training on diversity, equality and inclusion (<i>Diverse working life</i> course).	HR	2026–2028	Results of the Equality Baro. Monitoring cases of discrimination and harass-

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				ment brought to the attention of the employer and selecting preventive and targeted measures.
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5.2 Promoting gender equality at GTK

We are committed to promoting equal and non-discriminatory working life at GTK. Below are our future goals and actions to strengthen gender equality.

5.2.1 Pay

At GTK, we pay equal wages for work of equal value. We use the state's pay system, in which the task-specific part of the salary is based on the demands of the job. Every year, supervisors assess personal work results and competence, which is also taken into account in the amount of salary as a personal salary part. We act equally towards everyone, both in the assessment of the level of difficulty and in the personal assessment. We proactively examine the impact of pay decisions on equality.

Objectives	Actions	Responsibility	Schedule	Follow-up
We promote the equal treatment of GTK employees from the perspective of pay and career development.	- Supervisors ensure equal practices regarding career development and advancement opportunities (or conducting related discussions) and, where possible, make internal tasks, projects and development paths visible, regardless of the duration or type of employment relationship. - We examine the equality effects of salary changes at the unit, area of responsibility and GTK level (Excel tool for salary changes, TAN group) proactively. In addition, we report on the realisation of the changes from the perspective of equality (TAN group, VPJ group).	Managers, top management and HR	2026-2028, ongoing	The DEI indicator of the personnel strategy. Statistics on internal searches. Reporting on the effects of equality on the realisation of salary changes.

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We maintain and strengthen the remuneration competence of supervisors. We are strengthening open remuneration communications.	- We regularly coach supervisors on remuneration practices and guide them to proactive and transparent remuneration communication. - We communicate openly about salaries, taking into account the requirements of the Pay Transparency Directive.	HR	2026-2028, ongoing	With the help of the employee survey, we monitor employee satisfaction with remuneration and the salary system. We discuss supervisors' observations and experiences of remuneration regularly in supervisor forums.
We strengthen our personnel's understanding of pay and remuneration practices.	We organise annual salary info for our staff in Finnish and English.	HR	2026-2028, ongoing	With the help of the employee survey, we monitor employee satisfaction with remuneration and the salary system.

5.2.2 Equal allocation of work

At GTK, we aim to organise work tasks so that the work is divided equally between genders. Women's participation in tasks that have traditionally been male-dominated must be actively encouraged.

Objectives	Actions	Responsibility	Schedule	Follow-up
We support the career development of our personnel so that responsible tasks are divided equally between women and men.	Supervisors identify and discuss also women's skills, willingness and potential for top management and project manager positions and encourage them to apply for these (or similar) positions.	Supervisors and top management	2026–2028, ongoing	We monitor career development from the perspective of equality through HR data (especially the amount of women and men in management and supervisory positions). Equal pay index.

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6 OPERATIONAL NON-DISCRIMINATION PLAN

6.1 Introduction and baseline assessment

With the help of the operational non-discrimination plan, GTK ensures the equal treatment of customers and other external partners and stakeholders. This document presents the assessment of the initial situation, GTK's public services and project activities, as well as the measures taken to promote and monitor equality in GTK's services and other external activities.

Our operations are based on the fact that different parties and population groups can use the services provided by GTK on an equal basis and that equality is realised in all activities of the organisation. GTK monitors and assesses the realisation of equality and works systematically and goal-oriented to promote the issue.

In accordance with the Act on the Geological Survey of Finland (167/2011) and the Government Decree (168/2011) §1, the public services and products provided by GTK are primarily aimed at the geological information management of Finland and the collection, research and distribution of geological information. GTK's duties do not include public official duties, such as permit services or supervisory tasks.

GTK has offices in Espoo, Kokkola, Kuopio, Loppi, Outokumpu and Rovaniemi. GTK does not have an actual customer service point.

6.2 Equality in GTK's external services

6.2.1 Project activities

GTK's operational results are mainly generated as the results of project work. Our project activities are divided into self-financed, co-financed and commercial projects. Every year, we carry out approximately 300 projects in which our role is to produce applied research and knowledge impartially, independently and responsibly. In our project activities, we comply with the principles of the Non-Discrimination and Equality Acts and aim to promote the realisation of equality both in Finland and internationally.

The promotion of non-discrimination and equality is the responsibility of every expert working in project work. Equality and non-discrimination perspectives are taken into account in our project activities. We offer special support to the personnel working in projects and project stakeholders to take equality and non-discrimination into account in project work (DEI support for project work). For example, it is assessed on a project-by-project basis whether the gender perspective is relevant in the research content, and if so, it is included in the planning, implementation and reporting of the project. In our projects, we aim to promote gender equality and ensure a safe and respectful working environment for all experts, stakeholders and customers working in the project team by preventing harassment or other discrimination based on age, ethnic or national origin, nationality, language, religion, belief, opinion, health, disability, sexual orientation or other personal characteristics. We follow

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the same ethical principles in paid customer activities as in publicly funded operations. We also follow the principles of responsible research and open science in all project activities.

In international projects, we collaborate with various stakeholders and customers in several developing countries, which differ from our own in terms of equity and equality practices. In these contexts, we make the culture of non-discrimination and equality visible through the work and operating methods done in the projects.

The information, innovations and customer solutions we produce in project activities are equally accessible to everyone through multi-channel services and our multi-location operations. In 2017, we have described the services we have produced in project activities and our service channels in the Finnish Service Catalogue in a customer-oriented manner, and we update the information regularly. The Act on Joint Administrative Support Services for Electronic Services (571/2016) obliges public administration organisations to describe their services in the Suomi.fi Finnish Service Catalogue (FSC). The content of the Finnish Service Catalogue is open data, which means that it can be used anywhere through an open interface, such as online services, chatbots and map services. The services we describe are also reflected in the Suomi.fi online service, the key objective of which is the equality of citizens and the usability and comprehensibility of public services.

6.2.2 Public services and products

GTK's operating principles in the distribution of information are equality and transparency. GTK primarily offers public services and products through online services. Online services enable the availability of information independent of time and place. The use of online services is mainly free of charge and does not require identification (with the exception of the Hakku service, which requires light identification when downloading spatial data for security reasons). Most of the materials offered through online services are free of charge. Licence fees are charged only for targeted services and products aimed at geotechnical professionals. The main languages used in the online services are Finnish and English, depending on the target group of the service. Some of the services are also available in Swedish.

GTK offers the following public online services:

- Comprehensive geodata portal **Geo.fi**: [Datasets and online services | GTK](#)
- Material search and download service **Hakku**
- **Map services**: Ground properties (Maankamara), MDaE (Mineral Deposits and Exploration), Ground investigations (Pohjatutkimukset), Acid sulphate soils (Happamat sulfaattimaat), Lähde (groundwater data), Tapir (Maaperän taustapitoisuudet, Soil background concentrations)
- **Interface services**
- **Online library**

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- Websites aimed at stone enthusiasts and citizens in general Folk samples and information on geology
- Virtual Stone Exhibition **Spinelli**

The use of geographic information products requires geographic information software and familiarity with the matter. However, the map services provided by GTK also enable the viewing of data by persons who do not know how to use geographic information software. Ease of use has been taken into account in the user interfaces and they are regularly developed based on customer feedback.

We also offer personal customer service and guidance on services, products and materials. Customer service is available during office hours and is available in Finnish, Swedish and English. GTK's library is a public library open to everyone and it is located in Espoo. Library materials focus on publications related to geoscience.

GTK has been carrying out data collection tasks since 1885. The organisation has a long tradition in digital services and the majority of the existing material has been digitised. The material is provided in the original language. GTK's permanently stored analogue archive materials are stored in the National Archives.

GTK grants parallel rights of use to research data that are valid for a fixed period. The transfer of access rights to the materials is a carefully managed process; All client assignments are recorded in the electronic case management system and pre-defined procedures, form templates and pricing are applied to ensure equal treatment of clients. The terms of use of the materials are available in Finnish, Swedish and English. The terms of use are described on GTK's website in the documents 'basic licence' and 'open licence'. The thesis license enables equal access to materials for students.

Possible access fees are described in the Price List of Spatial Data Datasets and Products, which is available on the website in Finnish and English, and partly in Swedish.

We regularly collect customer feedback through both online services and customer surveys. Customer feedback will be answered personally if the customer so wishes. We will develop our customer services based on the feedback we receive.

6.2.3 Geoexhibition

GTK's Espoo premises (address: Vuorimiehentie 5) is a geoexhibition open to all. The exhibition is open on weekdays from 9 a.m. to 4 p.m. The largest group of visitors to the geoexhibition are children and young people aged 5–15 as well as stone enthusiasts. The exhibition provides basic information about geology and inspires people to learn about geology. Admission is free. The guided tour is available in Finnish, Swedish and English. Group visits are booked separately.

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GTK's Espoo office is accessible. The explanatory texts of the exhibition in the pictures and on the walls are in Finnish, but brochures with essential information are available in the space in Finnish, English and Swedish. The hearing or visually impaired are not very well taken into account in the exhibition spaces: there are some tactile objects in the exhibition, but explanatory texts, for example, are not available to the visually impaired.

6.2.4 Other premises

GTK's premises in Loppi, Outokumpu and Rovaniemi are also regularly used by our customers. From the perspective of functional equality, some deficiencies have been observed in the premises (for more information, see section 6.4. Measures to promote equality).

6.2.5 Communication

The Geological Survey of Finland's communications are multi-channel and multilingual. In external communications, we mainly use the GTK website and various social media channels. The content of the website is in Finnish, English and Swedish. The aim is to always translate the main content of the website into all three languages. In social media, we primarily communicate in Finnish and English, and if necessary, also in Swedish.

In our external communications, we strive to take into account the regional and linguistic dimensions of our operations. In bilingual areas, we also communicate our research and its results in Swedish. In the Sámi Homeland, we inform the local media, stakeholders and actors about our activities in the Sámi language, which is the most widely used in the area. When we work in international projects, we also communicate in other languages according to local needs and goals.

We publish 20–30 press releases per year. The press releases distributed to the media are mainly in Finnish, but also in either Swedish or English, depending on the region, topic and target audience. Recruitment advertisements published on the Valtiole.fi portal are always published in both Finnish and Swedish. The advertisement will also be published in English, if the duties can also be carried out in English only.

In digital communications, we implement the requirements of the EU Web Accessibility Directive (2016/2102/EU). Digital communication covers our website (excluding geological data sets and online services), our social media channels and media distribution. The accessibility of online communication has been taken into account in the technical implementation, usability and comprehensibility of the content. We comply with the accessibility requirements for online content in the publication of social media content, forms and files, as well as video and image material. When it comes to scientific content, we strive for clear and illustrative communication.

The accessibility of our website has been assessed with the help of external experts, user feedback and separate service programs. The accessibility of the websites has been tested to meet the require-

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ments of the WCAG 2.1 AA level. For the most part, the websites meet all A and AA level requirements well. The accessibility of the website is monitored and its level is maintained as part of the daily operations of the Communications Unit.

6.3 Assessment of the implementation of the measures in the previous plan

Subject	Procedure	Implementation
Public services and products	We aim to include questions about functional equality in surveys and feedback measuring customer satisfaction.	It has not materialized.
Accessibility of business premises	We ensure that people with reduced mobility have an equal opportunity to participate in and use GTK's services at our Espoo office (address: Vuorimiehentie 5). This requires that the facilities are accessible both when entering the building and when entering the geoexhibition. Unobstructed movement in the geoexhibition must also be ensured.	Accessibility has been improved according to the plan. Access to the geoexhibition and reference library is possible, other facilities are not accessible to outsiders.
	The Loppi office (address. Mustinsuontie 159), the deficiencies related to accessibility have been taken into account and the new buildings meet the current building standards.	Possible changes will be examined in connection with the construction of the new research hall. The timetable has not yet been specified.
	The Outokumpu office (address: In the Tutkijankatu 1) development project, minor deficiencies related to accessibility have been taken into account, and the new building meets the current building standards. To ensure occupational safety and confidentiality related to customer relationships, visits are not possible in all areas of the buildings.	The situation is in accordance with the plan.
	The Rovaniemi office (address. Lepikontie 9), GTK is negotiating with the landlord to rectify the deficiencies related to accessibility.	The premises in Lepikontie will be given up as soon as possible, so no further changes will be made to the premises.
Communication	We will put GTK's centralised translation services out to tender during 2023. The procurement of translation	Achieved. In addition to translation services, we use artificial intelligence

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	services ensures that all key communications can be translated into at least the following language pairs, if necessary: Finnish-English, English-Finnish, Finnish-Swedish, Swedish-Finnish, Finnish-Sámi.	applications to translate communications in accordance with GTK's guidelines and ethical guidelines on artificial intelligence.
	We promote linguistic equality by publishing all GTK's press releases on our website in Finnish, Swedish and English.	Achieved. The releases are published on our website in both national languages and also in English. The main permanent content of the website has also been published in Swedish. The Research Projects pages are the only exception as a special site (they are only in Finnish and English).
	As a rule, we use the Sámi language, which is the most widely used language in the region, in communication aimed at the public when we work on various projects in the Sámi Homeland.	We follow this principle in external communication.

6.4 Measures to promote equality

In the following, we describe the development needs identified at GTK from the perspective of functional equality and the measures to promote them during 2026–2028. We identified development needs under two different areas: project work and the accessibility of business premises.

We maintain the above-described good practices that promote equality. We will continue to develop our services and comply with current legislation to guarantee the equality of our customers. We will continue to pay attention to the equality of customer work and develop our e-services to be even more customer-oriented.

Subject area	Objective	Procedure	Responsibility	Schedule	Follow-up
Project work	We are able to demonstrate to funders and stakeholders that	The DEI support for project work supports project managers in taking non-discrimination	HR, project managers and project personnel	2026-2028	Customer feedback, feedback from DEI support for project work

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	equality is an integral part of responsible research and expert activities.	and equality into account at the funding application stage and at different stages of the project life cycle.			
Accessibility of business premises	Loppi (b. Mustinsuontie 159) premises intended for customer use are accessible.	The Loppi office (address. The development project at Mustinsuontie 159) takes into account the deficiencies related to accessibility, and the new buildings meet the current building standards.	Work environment team, Senate Properties	2026-2028	Development project monitoring

7 COMMUNICATION

We will inform GTK employees about the non-discrimination and gender equality plan in connection with various personnel events and through our internal communication channels. The plan is published on our public website. The plan has been prepared and published in Finnish, English and Swedish. HR is responsible for communications.

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ANNEX 1 - SALARY REVIEW

The salary review under the Act on Equality of Women and Men is used to determine whether there are any unjustified pay differences between women and men working for the same employer and doing the same work or work of equal value. Work of the same or equal value is examined through the job requirement classification (VL) in this salary review, which is based on GTK's salary system. The majority of GTK's personnel are covered by the pay system (e.g. management, negotiating officials and interns).

If GTK's salary review reveals clear differences between women's and men's salaries that do not have an acceptable reason, the employer must investigate the reasons and grounds for the pay differences and take appropriate corrective measures. In order to determine the possible reasons for the pay differences, the key salary components are examined, which are the task-specific salary component and the personal salary component. The task-specific salary component is determined on the basis of the difficulty of the tasks and the personal salary component on the basis of work performance.

WAGE AND SALARY STATISTICS NOVEMBER 2025

The statistics on wages and salaries have been compiled on the basis of wage and salary data for November 2025. The statistics have been compiled from the Tahti system, which is the state's statistical database. The statistical data include full-time employment relationships within the scope of the pay system for which full pay has been paid for the whole month.

According to the above limitation, there were 421 persons included in the statistics, of whom 181 were women and 240 men. In November 2025, the average earnings for regular working hours were 4789 €/month, 4830 €/month for men and 4735 €/month for women. There were a total of 12 persons outside the pay system who are not included in the statistics, of whom 3 were women and 9 men.

EQUAL PAY INDEX FOR WOMEN AND MEN

The Equal Pay Index (Table 1) indicates the ratio of women's average earnings to men's average earnings when examining earnings for regular working hours. The average pay gap is calculated by dividing women's average earnings for regular working hours by men's earnings. In accordance with Tahti systems limits, GTK's entire equal pay index has been calculated using a weighted average, which only includes data reported in accordance with statistical ethics. The index of job requirement category 4 cannot be reported, because the number of employees in the category is less than five, which is below the statistical ethical limit.

GTK's equal pay index is 99%, which means that women's earnings are on average one per cent lower than men's. However, there is variation between the job grades: in some of the job grades (VL6, VL8), the equal pay index is 100 (no difference in the average earnings of men and women), but in some of the job grades (VL11, VL12) the difference is slightly more than the average for GTK. It is therefore important to monitor the salary development of these groups. Overall, however, it can be stated that the equal pay index at GTK is at a good level.

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Table 1: Equal pay index 11/2025

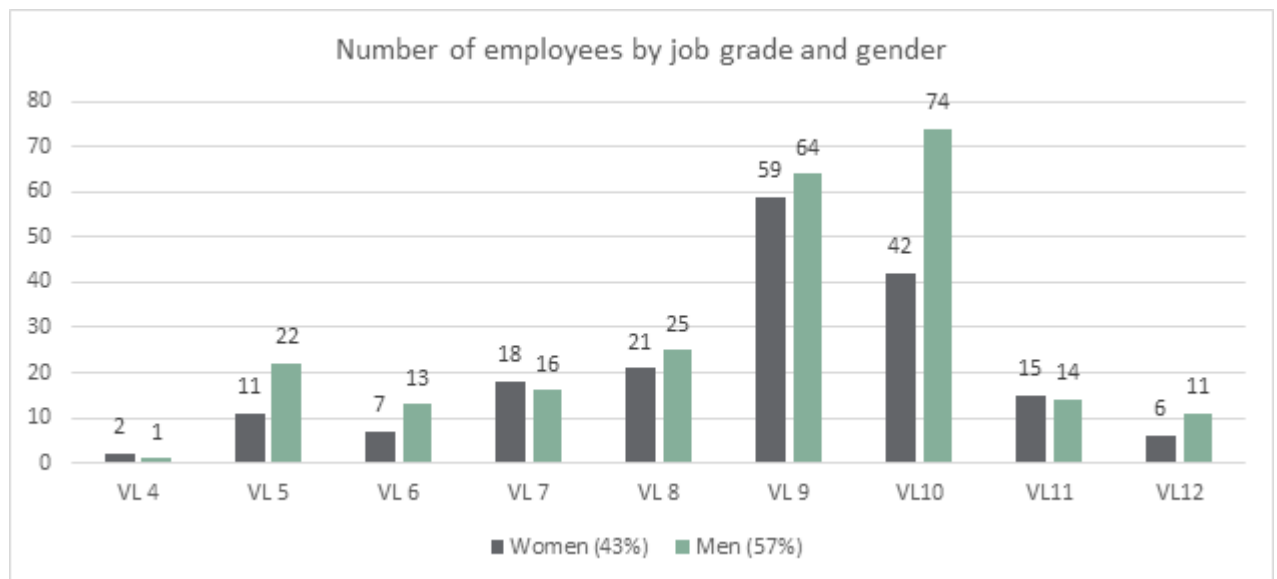
Job grade	Number of women	Number of men	Equal pay index, %
VL 4	*	*	*
VL 5	11	22	99
VL 6	7	13	100
VL 7	18	16	99
VL 8	21	25	100
VL 9	59	64	99
VL10	42	74	99
VL11	15	14	97
VL12	6	11	96
Total	181	240	99

WOMEN'S AND MEN'S PLACEMENT IN THE JOB GRADES

Placement in the job grades is determined on the basis of the difficulty of the task (GTK's collective agreement and the specifying collective agreement). When determining the job grade of a task, the content of the tasks is examined, not the holder of the task. Men and women doing the same work or work of equal value must be in the same job grade.

Based on the salary review, both men and women are placed in all job grades. For the most part, men and women are placed fairly evenly in the job grades, but there are still larger differences in the number of men and women in individual job grades. However, when examining the numbers, GTK's personnel structure must be taken into account, where there are more men than women. Men account for 57% of the personnel and women for 43%.

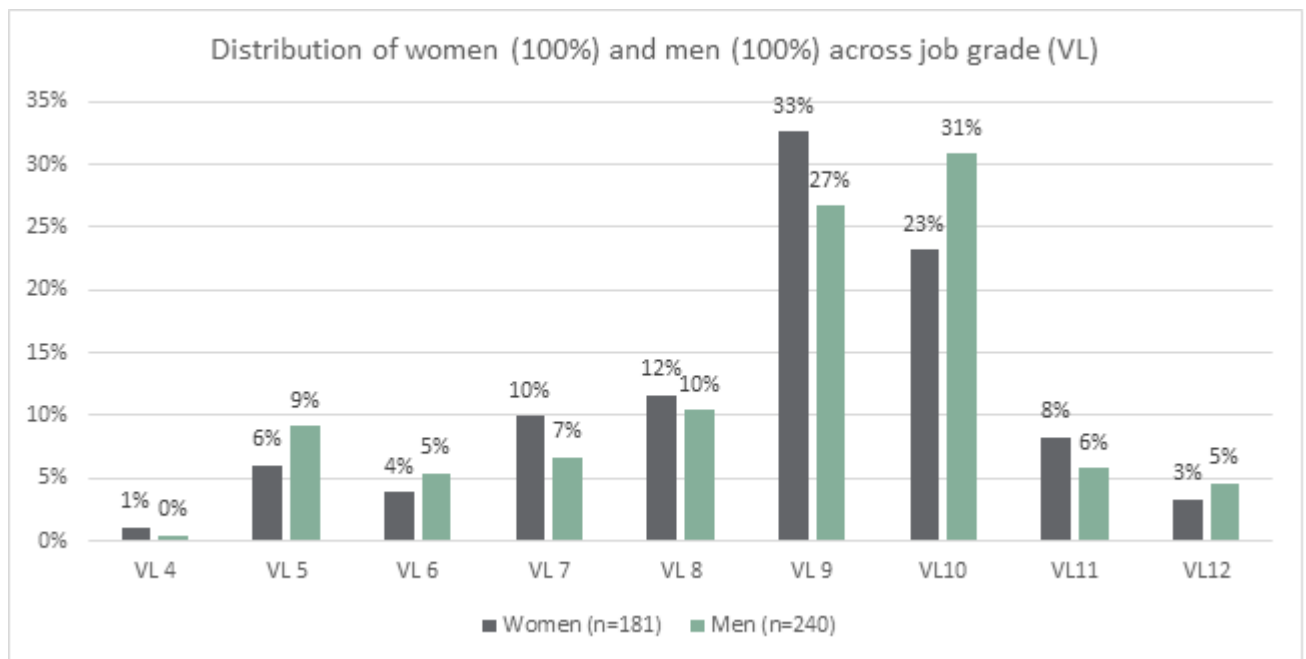
Image 1 Number of personnel by job grade and gender (11/2025)



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Comparisons of placement in job grades between men and women can be done better by comparing the relative distribution of both groups (Figure 2). Relative distributions show differences and similarities better. There are relatively more men in job grades 5, 6, 10 and 12. Women, on the other hand, are in job grades 4, 7, 8, 9 and 11. Especially in job grades 9 and 10, where a significant part of the personnel are located, there is a greater difference in gender distributions. This may be explained by the differences between genders in the stages of their careers, as the average age of men at GTK is higher than that of women. However, it is important to ensure that opportunities for career advancement are equal regardless of gender.

Image 2: Relative distributions by gender across job grade (11/2025)



WOMEN'S AND MEN'S PERSONAL SALARY COMPONENT

The personal salary component (HEKO%) is based on work performance and it assesses the work results and competence in relation to the difficulty of the task. The personal salary component is a percentage of the task-specific salary component. Work performance and competence are both assessed on a scale of 0–25%, in which case the personal salary component can be a maximum of 50% of the task-specific salary in total.

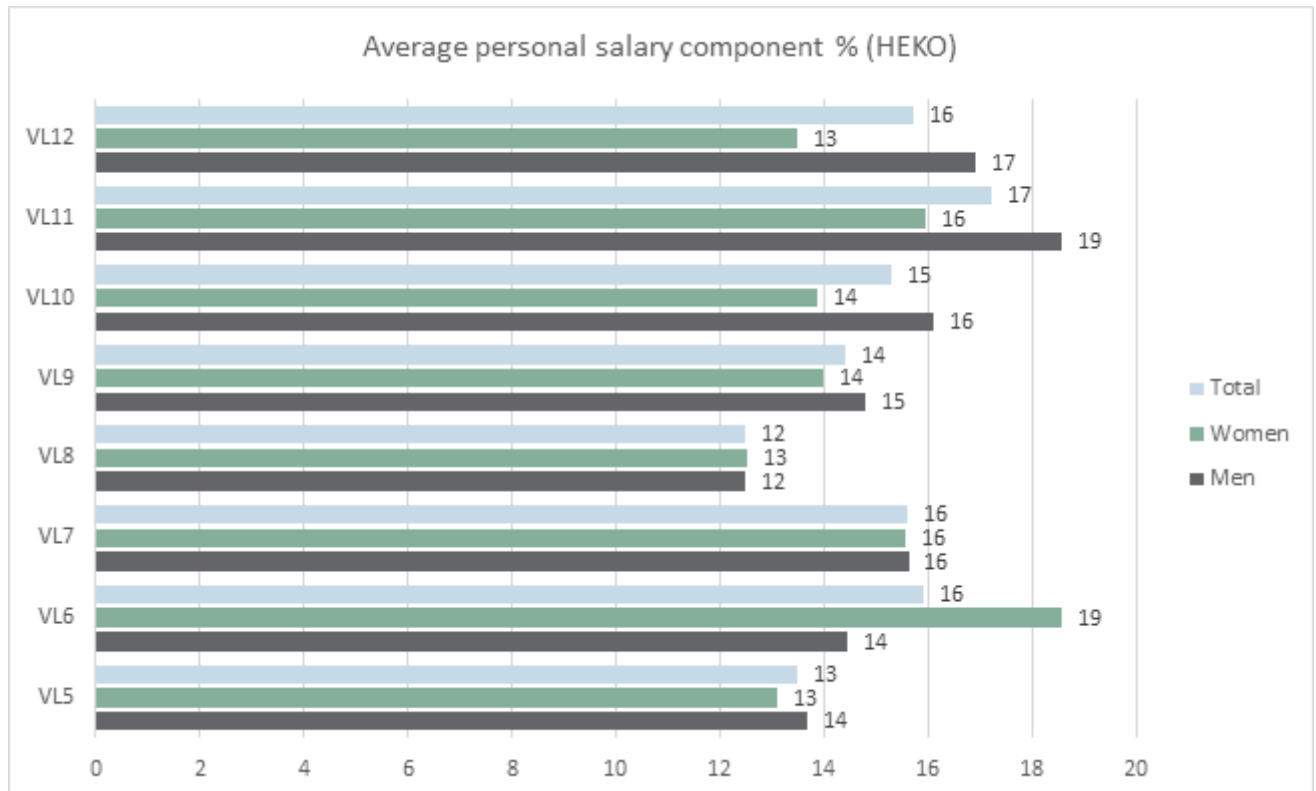
At GTK, the average HEKO % is 15% (14.6% for women and 15.3% for men). The average HEKO-% score for women is lower than for men in job grades 9, 10, 11 and 12. The average HEKO-% score for men is lower than for women in job grade 6. When examining averages, it should also be noted that the number of people in certain groups is small (VL5-7, VL11-12), which means that individual HEKOs and their changes may affect the averages more easily. The number of employees in category 4 is less than five, so the information is not reported for statistical ethical reasons.

At the level of GTK as a whole, the difference in the average HEKO % of men and women is very small, which means that it can be said that the personal salary component does not differ significantly between

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genders. However, there are differences between job grades, and these should be examined and monitored. Because the personal salary component is based on performance, there may be justified reasons for the differences that are not related to gender. Differences in work performance and competence may be related to factors related to work experience or the length of a career, for example.

Image 3 Average of women's and men's personal pay component % by job requirement category (11/2025)



In summary, based on the salary review, it can be stated that there are no large, unjustified gender pay differences at GTK. Nevertheless, it is necessary to monitor and review certain groups to ensure that the differences observed in them are not unjustified and/or gender-suggestive. GTK regularly and proactively reviews the gender equality realisation of the pay settlements to be implemented, and regularly and proactively trains supervisors on pay equality. Pay equality is also regularly reviewed in GTK's Assessment and Monitoring Group for the Pay System (VPJ Group), which consists of GTK's employer representatives and personnel representatives.