

# Values, Diversity and Gender Equality

sowento GmbH



# Values, Diversity and Gender Equality

sowento GmbH

## Document control

Values, Diversity and Gender Equality  
sowento GmbH  
Version 1.0  
June 21, 2023

### Authors

Steffen Raach

### Approved by

Frank Lemmer  
Steffen Raach

### Version history

No.	Description	Issued by
0.1	Initial issue for review.	SR
0.2	Issue for team review.	SR
1.0	Publication	SR



## 1 Our core values

Our values and the way of collaboration have been developed and formulated within a team workshop. In the following, the core values are formulated and our understanding of them.

### Trust

Trust is a fundamental value that lies in sowento's core. We work together on a trustful and honest base. Further, we believe that trust is the cornerstone of strong relationships, effective collaboration, and sustainable success. We foster trust by operating with transparency, integrity, and accountability in all our actions and interactions. We prioritize open communication, active listening, and mutual respect to build trust among our team members and with our stakeholders. Trust empowers us to delegate responsibilities, encourage innovation, and embrace diverse perspectives. We honor commitments, deliver on promises, and strive to exceed expectations, earning the trust of our clients, and partners.

### Respect

Respect is a fundamental value that guides sowento's team members in all aspects of our work and relationships. We believe in treating every individual with dignity, empathy, and fairness. We foster an environment that promotes respect by actively listening to diverse perspectives, valuing different opinions, and embracing inclusivity. We recognize the inherent worth and unique contributions of each team member, client, and stakeholder.

### Professionalism

Professionalism is a fundamental value of sowento and its culture, and drives our approach to work. We hold ourselves to high standards of conduct, ethics, and quality. Our team members demonstrate professionalism by acting with integrity and maintaining confidentiality. We strive for excellence in our work, continuously enhancing our skills and knowledge to deliver the highest quality results.

### Transparency

Transparency is a core value that guides our leadership and interactions. We believe in being open, honest, and accountable in all aspects of our work. We strive to provide clear and timely information to our team members, clients, and stakeholders, fostering trust and building strong relationships. We proactively share relevant information, including goals, strategies, and decision-making processes, to ensure transparency and inclusivity in our operations. We welcome feedback, suggestions, and concerns, actively seeking input from all stakeholders. We believe that transparent communication helps build a culture of trust, empowerment, and engagement.

### Confidentiality

Confidentiality is a fundamental principle that we follow. We understand the importance of intellectual property and sensitive information in business. Within sowento, we have established robust policies and procedures to ensure the confidentiality of data and sensitive materials. We limit access only to those individuals who require it for their specific roles, tasks or responsibilities.

### Sustainability

At sowento, we are deeply committed to sustainability. We encourage the team members to reduce emissions by reducing the number of business trips and avoiding flights in favor of trains. Our hardware and software is designed to reduce energy consumption of processors as well as data traffic. Furthermore, we aim to make a positive global impact through our work. Therefore, we contribute to international communities and committees advancing the state of the art of renewable energy technologies. We make research

results available in the public domain wherever possible. We contribute to open-source software wherever it is justifiable from an entrepreneurial standpoint.

### **Innovation**

Innovation is a core value. We locate ourselves in bridging the gap between academic research and industrial applications. Our focus is on delivering innovative products and services that meet the evolving needs of our partner and clients. We aspire to be a driving force for positive change, pushing boundaries and making a lasting impact in our industry and beyond.

## 2 Diversity and gender equality

At sowento, we are committed to fostering equality in our daily work. Having our origin in research, we strongly believe that neither gender nor any other personal aspects such as belief, color or sexual identity should ever be a barrier to knowledge, opportunity, growth, or success. We are dedicated to creating an inclusive environment where everyone, regardless of their gender, ethnicity, beliefs, culture, or opinions feels valued, respected, and empowered. We strive to eliminate gender biases and promote people based on their skills, achievements, and experiences from recruitment and hiring processes to leadership positions. We actively support initiatives that challenge gender stereotypes, encourage diversity, and promote gender-balanced teams. We actively raise awareness of discrimination against groups of people when these are happening within business meetings, including those with third parties. Through ongoing education, training, and open discussions, we aim to raise awareness about discrimination and actively contribute to the advancement of a fair and equitable society for all.

Our objective is simple yet profound: we strive for equality among all individuals. Our vision encompasses fairness, respect, and the availability of opportunities, irrespective of one's background or characteristics. We are determined to dismantle systemic barriers and biases that hinder equal treatment. This entails advocating for inclusive policies and practices that uphold non-discrimination principles. Our aims include fostering diversity and representation at all levels of society, rectifying socio-economic disparities, and ensuring everyone has equitable access to education, healthcare, employment, and justice. Through open dialogue, raising awareness, and fostering collaboration, we work towards creating a future where true equality becomes reality.

We continuously monitor and report on a yearly base the status of diversity within sowento.

- sowento employs permanent and time-limited employees of 4 different nationalities.
- The percentage of female team members across sowento is 25%.
- 100% of our employees have completed higher education – a Bachelor's, Master's, or PhD.

## 3 Work-life balance and organizational culture

At our organization, we uphold the values of work-life balance and the significance of personal relationships. We recognize that a healthy equilibrium between work and personal life is crucial for the overall well-being of our team members. We believe that fostering and maintaining meaningful connections with family, friends, and loved ones is essential for personal growth and fulfillment. We prioritize creating an environment that supports and encourages work-life balance, allowing our team members to allocate time and energy to their private obligations and foster a flexible working environment. By valuing and respecting work-life balance and personal relationships, we strive to create a harmonious and fulfilling work environment that enhances both the personal and professional lives of our team members. To allow for changing personal situations, flexible parental leaves, part time work, flexible working hours, and an individual schedule are natural at sowento.

 sowento GmbH  
Hessenlaeweg 14  
70569 Stuttgart  
contact@sowento.com  
Steffen Raach

  
Frank Lemmer



sowento GmbH  
Hessenlauweg 14  
70569 Stuttgart  
Germany

Reg. Office: Stuttgart, Germany  
Amtsgericht Stuttgart HRB 767045  
USt.-ID: DE320987059  
Managing Directors: Dr.-Ing. Steffen Raach,  
Dr.-Ing Frank Lemmer

