



# Gender Equality Plan 2022-2026

## With Yearly Provisions for Actions

*The plan was approved by the management on 2022-12-01 and the plan is valid throughout 2026-12-31.*

### Introduction

Striving for gender equality in principle means striving to attain the same possibilities, rights, and obligations for people of all genders. Nondiscrimination on the basis of sex is a fundamental principle of human rights.

In practice, achieving gender equality consists of ensuring resources and opportunities are shared by women and men equally, preventing sexual harassment, creating conditions that allow for combining work and parenthood, and integrating a gender perspective into corporate environment and culture.

At emendSys Innovative Solutions PC (the company) we believe we have an obligation to contribute to the realization of gender equality, in accordance with the principles of the United Nations OHCHR Gender Equality Policy that was approved on 9 September 2011, and the Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

Achieving equality requires an active and continuous effort.

### Goals and Means

#### Recruitment, Wages, and Work Processes

The company should work towards attaining an equal gender division, both directly, by recruitment of new staff, and indirectly by encouraging staff members of underrepresented genders to apply for openings within the company. In addition, the company shall aim for equality concerning each individual's work processes. This includes, for instance, how the newly employed are introduced to the company's structures, policies, and resources, which is important for work efficiency and the possibilities of career progression.

<i>Goals</i>	<i>Means</i>
<ul style="list-style-type: none"> <li>➤ An equal gender division means distribution within all employment categories, with at least 40% of each gender in place in a given category, contingent on feasibility vis-à-vis availability and possibility of hiring needed skilled workforce in the respective industry in Greece.</li> <li>➤ Ensure that gender does not affect individuals' wages.</li> <li>➤ Ensure that all staff have equal access to information regarding work processes and means.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Formulate announcements of vacant positions in a way that does not give undue advantage to the overrepresented gender.</li> <li>➤ When recruiting a new employee, always acknowledge the gender equality plan.</li> <li>➤ When deciding on wages, always take the equality aspects into consideration to avoid differences in wages due to gender.</li> <li>➤ Work processes of importance shall be available for all employees to ensure everyone can work effectively.</li> </ul>

## Parenthood

The company strives to offer working conditions that enable those with children to combine work with parenthood, regardless of their sex.

<i>Goals</i>	<i>Means</i>
<ul style="list-style-type: none"> <li>➤ Empower employees to combine work with parenthood.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Schedule meetings that are part of the company's general agenda so that they do not extend into the evenings.</li> <li>➤ Maintain contact with employees on parental leave.</li> <li>➤ Encourage both female and male employees to take parental leave</li> </ul>

## Sexual Harassment

Sexual harassment is any unwelcome behavior related to gender, or unwelcome conduct of a sexual nature which violates or humiliates the work integrity of an employee. It can also include hurtful comments about someone's physical appearance, or ignoring or not cooperating with someone because of his/her sex.

<i>Goals</i>	<i>Means</i>
<ul style="list-style-type: none"> <li>➤ To maintain a work environment free from sexual harassment.</li> <li>➤ To take preventive action against sexual harassment.</li> <li>➤ To take measures if any act of sexual harassment takes place.</li> </ul>	<ul style="list-style-type: none"> <li>➤ All employees who feel are being exposed to sexual harassment can report or contact any or all of the following:               <ul style="list-style-type: none"> <li>- The head of their department</li> <li>- The company's Equality Officer</li> <li>- The HR department</li> </ul> </li> <li>➤ If an act of sexual harassment or other violations are reported to the head of a department, the latter is responsible for investigating the circumstances and taking any required action to address such violations and prevent them from occurring in the future.</li> <li>➤ Reports of sexual harassment should be treated confidentially and urgently.</li> <li>➤ Disciplinary measures can be taken against any employee who is found guilty of such harassment.</li> </ul>

## Gender Equality Actions Taken to date and Proposed Future Actions

The following actions have been taken.

<i>Actions to date</i>	<i>Proposed Future Actions</i>
<ul style="list-style-type: none"><li>➤ Equality Officer was appointed in June 2022.</li><li>➤ Information regarding the equality plan has been disseminated to all employees. Everyone was required to acknowledge having read and understood the plan. Record of such acknowledgement has been kept.</li><li>➤ Gender Equality Plan published to company's website.</li></ul>	<ul style="list-style-type: none"><li>➤ Introduce a yearly report about the equality plan implementation progress, starting at the end 2023. The report will be based on specific indicators:<ul style="list-style-type: none"><li>- Gender employment ratio</li><li>- Wage equality indicator</li><li>- Sexual harassment incident reporting</li></ul></li><li>➤ Support the hosting of an event to mark International Women's Day from 2024 onwards.</li></ul>