

Gender Equality Plan (GEP)

Introduction

At Secubic Connect, we are committed to fostering an inclusive and equitable workplace. Our Gender Equality Plan (GEP) outlines our dedication to promoting gender equality through a comprehensive set of principles and actions. Below, we provide a detailed description of our GEP, which encompasses the following key elements:

1. Public Document

Our GEP is a publicly accessible document, reflecting our commitment to transparency and accountability in promoting gender equality. This document is available on our website and is regularly updated to reflect new initiatives and progress.

2. Dedicated Resources

We allocate specific resources and assign responsibilities to ensure the effective implementation of our GEP. This includes:

- Establishing a Gender Equality Committee responsible for overseeing GEP activities.
- Allocating budget and resources to support gender equality initiatives and programs.

3. Data Collection and Monitoring

Regular data collection and monitoring are critical to assessing our progress in gender equality. We:

- Collect gender-disaggregated data on various aspects of our workforce.
- Monitor and evaluate the effectiveness of our gender equality initiatives.

4. Training and Awareness

Training and awareness-raising activities are essential to foster a culture of gender equality. We provide:

- Regular training sessions on gender equality, diversity, and inclusion for all employees.
- Awareness campaigns to highlight the importance of gender equality and educate staff on relevant issues.

5. Work-life Balance and Organizational Culture

We promote a healthy work-life balance and an inclusive organizational culture by:

- Implementing flexible working hours and remote work options to accommodate diverse needs.
- Encouraging a supportive and inclusive environment where all employees feel valued and respected.

6. Gender Balance in Leadership and Decision Making

Ensuring gender balance in leadership and decision-making positions is a priority. We:

- Implement policies to promote gender diversity in leadership roles.
- Ensure equal opportunities for career advancement and leadership development for all genders.

7. Measures Against Gender-based Violence, Including Sexual Harassment

We are committed to preventing and addressing gender-based violence and sexual harassment. Our measures include:

- Clear policies and procedures for reporting and addressing incidents of gender-based violence and harassment.
- Providing support and resources for victims, including counseling and legal assistance.
- Conducting regular training on preventing and addressing sexual harassment in the workplace.

Conclusion

By adhering to these principles and actions, Secubic Connect aims to create a workplace where gender equality is not only promoted but ingrained in our culture. We believe that an inclusive and equitable environment enhances our innovation, performance, and overall success.