

Gender Equality Plan for Complexdata SRL

Introduction:

Complexdata is committed to promoting gender equality and eliminating discrimination and bias based on gender. We recognise that gender equality is not only a fundamental human right but also a prerequisite for sustainable development, social cohesion, and economic prosperity.

This Gender Equality Plan outlines Complexdata strategies and actions to achieve gender equality in all areas of our operations, including recruitment and promotion practices, training and development opportunities, work-life balance policies, pay equity, and the prevention of harassment and violence in the workplace.

Goals and Targets

Recruitment and Promotion Practices:

Ensure that all job postings are gender-neutral and do not contain any gender stereotypes.

Implement a gender-balanced shortlisting process for all job vacancies, if possible.

Provide career development opportunities for all employees, regardless of gender, and support women to overcome barriers to career progression, including leadership positions.

Training and Development Opportunities:

Offer training and development opportunities that are accessible to all employees, regardless of gender.

Provide targeted training and support to all employees to develop their leadership and management skills, regardless of gender.

Work-Life Balance Policies:

Offer flexible work arrangements to support the work-life balance of all employees, regardless of gender. Provide paid parental leave to all employees, regardless of gender, and encourage men to take parental leave.

Pay Equity:

Conduct a pay equity analysis to ensure that all employees are paid fairly for their work, regardless of gender. Eliminate any gender-based pay gaps and provide equal pay for equal work.

Review and adjust our pay and benefits packages regularly to ensure that they are competitive and equitable.

Prevention of Harassment and Violence in the Workplace:

Develop and implement a zero-tolerance policy for harassment and violence in the workplace.

Provide training and support to all employees on preventing and responding to harassment and violence.

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Ensure that all incidents of harassment and violence are taken seriously and dealt with promptly and appropriately.

Data Collection and Monitoring:

Complexdata is committed to monitoring and evaluating progress towards achieving gender equality. We will collect and analyze sex or gender-disaggregated data across all staff categories and use this data to review the GEP's objectives and targets, indicators, and ongoing evaluation of progress. The data will be reported on annually, and any gaps or disparities will be addressed through targeted actions.

Implementation and Evaluation:

Complexdata will implement this Gender Equality Plan by:

Assigning responsibility for the implementation of each goal and target to a specific individual.

Providing adequate resources and support to ensure that each goal and target is achieved.

Monitoring and evaluating progress regularly and reporting on progress to all employees and stakeholders.

Conclusion:

Complexdata is committed to creating a work environment that is inclusive, diverse, and free from discrimination and bias based on gender. We believe that achieving gender equality is essential for our organization's success and for creating a fair and just society. This Gender Equality Plan is a roadmap for achieving our vision of a gender-equal workplace, and we are committed to implementing it fully and effectively. By collecting and analyzing sex or gender-disaggregated data and reporting on progress annually, we will ensure that our actions are evidence-based and that we are making meaningful progress towards gender equality.

Prof. Caterina La Porta, CEO



11.10.2023

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