



Gender Equality Plan (GEP)

1. Introduction

At GreenX Technology Ltd., we are committed to fostering an inclusive and diverse workplace where all employees, regardless of gender, have equal opportunities for growth and success. This Gender Equality Plan (GEP) outlines our strategy to promote gender balance, prevent discrimination, and ensure a fair and supportive work environment.

2. Objectives

Our GEP aims to:

- Ensure gender balance in recruitment, promotions, and leadership roles.
- Foster a work culture that supports work-life balance for all employees.
- Provide equal pay and opportunities for career progression.
- Prevent and address gender-based discrimination and harassment.
- Promote gender inclusivity in decision-making and company policies.

3. Leadership Commitment

Our leadership team actively supports gender equality initiatives and is dedicated to implementing and monitoring this plan. We regularly review our policies to ensure alignment with best practices and legal requirements.

4. Key Focus Areas

We will focus on implementing the 5 areas below in GreenX Technology Ltd to ensure the successful execution of the GEP plan in our company.

4.1 Work-Life Balance & Organizational Culture

At GreenX Technology, we prioritize work-life balance with flexible work arrangements, including remote work and adaptable schedules. Our parental leave policies support both mothers and fathers, ensuring all parents have the time and resources needed during important life moments.

4.2 Gender Balance in Leadership & Decision-Making

At GreenX Technology, we set targets for gender representation in leadership roles, offer leadership development programs for underrepresented genders, and maintain transparent selection and promotion processes to ensure fairness and equal opportunities.

4.3 Gender Equality in Recruitment & Career Progression

At GreenX Technology, we use gender-neutral job descriptions and hiring processes, provide unconscious bias training for hiring managers, and offer equal training and mentorship opportunities to support career advancement for all employees.

4.4 Integrating the Gender Dimension into Research and Teaching Content

At GreenX Technology, we are committed to integrating the gender dimension into our research and teaching content. By fostering inclusivity and diverse perspectives, we aim to create innovative solutions that reflect the needs of all individuals.

4.5 Measures Against Gender-Based Violence, Including Sexual Harassment

At GreenX Technology, we are committed to fostering a safe, inclusive, and respectful workplace for all employees. We uphold a zero-tolerance policy for harassment and gender-based discrimination, ensuring that every team member feels valued and protected. Clear and transparent reporting mechanisms are in place to address complaints and concerns effectively and confidentially.

Contact & Reporting Mechanisms

Employees and stakeholders can reach out to HR Department at admin@greenxtech.co.uk for any concerns, feedback, or questions related to gender equality initiatives.

Conclusion

This Gender Equality Plan reflects our commitment to a fair and inclusive workplace. We encourage all employees to engage with and support our initiatives to drive positive change within GreenX Technology Ltd.

Signed by Director:

A handwritten signature in black ink, appearing to be 'JH'.

16/01/2015