



Gender Equality Plan (GEP)

Scope	Organizational culture	Leadership & decision making	Recruitment & career progression	Measures against gender-based violence
Statement	<p>At December32, we strive to foster a culture that promotes inclusivity, respect, collaboration, and continuous learning. By embracing diversity and empowering our employees, we cultivate an environment where everyone can thrive and contribute their unique perspectives, ultimately driving our success as a team. We work hard and find a reward in doing so in the people we work with by recognizing our success and efforts.</p>	<p>At December32, we believe that effective leadership and decision-making are essential for our success. Our leaders demonstrate integrity, empathy, and transparency in their actions, inspiring trust and respect among our teams. We encourage diverse perspectives, actively seek input from all levels of the organization, and make decisions that are fair, informed, and aligned with our shared vision. We foster a culture of inclusive leadership; we empower our employees to contribute their best to drive innovation and growth.</p>	<p>At December32, we foster equal opportunities and diversity at all levels. We are a female-led organization and believe a good gender balance helps our team and the success of our company. Nevertheless, we employ people for their skillsets, qualifications, potential and match to our team. We actively seek talented individuals from diverse backgrounds, valuing different perspectives. Additionally, we provide career development, mentorship, and a supportive environment for all employees to reach their full potential.</p>	<p>At December32, we prioritize the safety and well-being of our employees, maintaining a zero-tolerance policy towards gender-based violence. Through comprehensive policies, regular training, and prompt response mechanisms, we strive to prevent and address any instances of harassment, abuse, or discrimination. Our aim is to create a secure and supportive workplace where everyone feels respected, empowered, and protected.</p>
Action	<ul style="list-style-type: none"> Company sponsored team events outside work hours to foster open communications between team members. Regular townhall meetings to inform and reinforce values and the shared path. Employee appreciation program to reward project teams or individuals for achievements. Flexible working time model including flex time and remote work. 	<ul style="list-style-type: none"> Leadership training program & evaluation by other leaders. Team meetings and appraisal with manager / team lead. Lessons learned evaluation and employee feedback. 	<ul style="list-style-type: none"> Job descriptions defining requirements of the position against which candidates are measured to avoid gender bias. Equal Salary Packages based on position and performance. Offer career coaching courses by experienced male and female leaders to give examples of both gender careers. Offering career plan and mentorship to all employees. 	<ul style="list-style-type: none"> Gender equality awareness training to ensure knowledge on the meaning and importance of gender equality and to understand gender-based violence. Name gender equality and ethics officer as a trusted contact for employees who experience or observe gender-based violence. HR Policy and GEP to document our support to Gender Equality.
KPIs	<ul style="list-style-type: none"> Quarterly Team Event conducted. Quarterly town hall meeting conducted. Flexible working time model regulated in HR Policy. 	<ul style="list-style-type: none"> Annual leadership workshop and train-the-trainer concept. Provide technological solutions and office space to conduct team meetings in person. Project lessons learned after major project are documented, discussed with the team and send to executives for review. Mandatory annual employee and voluntary manager appraisal and documentation. 	<ul style="list-style-type: none"> Defined templates for job descriptions. Defined salary scheme based on job requirements. Annual career coaching session which all employees can attend. Career plan preparation and evaluation with manager and mentorship scheme. 	<ul style="list-style-type: none"> Annual training by gender equality and ethics officer mandatory for all employees. Gender equality and ethics officer as contact for anyone experiencing gender-based violence, despite the measures put in place. Annual review of HR Policy and GEP documents to confirm their up-to-dateness.