



# DIGI-EYE®

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Gender Equality Plan

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(GEP)



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DIGI-EYE APS

Ellegårdvej 36, 6400, Sønderborg, Denmark, EU

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## 1. Introduction

Gender equality is essential for the success and sustainability of our organization. This Gender Equality Plan (GEP) demonstrates our commitment to promoting a diverse and inclusive workplace where all employees, regardless of gender, can thrive. This plan outlines clear goals, actions, and measures to achieve gender equality across various aspects of our organization, including work-life balance, leadership, recruitment, career progression, integration of gender dimensions into research/teaching, and measures against gender-based violence and sexual harassment.

## 2. Objectives

1. Foster a work environment that supports work-life balance and a positive organizational culture for all genders.
2. Achieve gender balance in leadership and decision-making roles.
3. Ensure equal opportunities in recruitment, career progression, and professional development.
4. Integrate the gender dimension into research and teaching content.
5. Prevent and address gender-based violence, including sexual harassment, ensuring a safe and respectful workplace for all.

### 3.1 Work-life Balance and Organizational Culture

#### Goals:

- Promote flexible working arrangements to support employees' work-life balance.
- Establish an inclusive organizational culture that values diversity and equality.

#### Actions:

1. Implement flexible working hours, remote working options, and part-time work opportunities.
2. Introduce a family leave policy that includes maternity, paternity, parental, and adoption leave, ensuring these are accessible and non-discriminatory.
3. Create employee support programs, such as childcare services and employee assistance programs.
4. Organize regular training sessions and workshops on diversity, inclusion, and unconscious bias.

#### Measures:

- Increase the utilization of flexible working arrangements by at least 30% within the first year.

- Achieve a minimum of 85% employee satisfaction rate concerning work-life balance, as measured by an annual employee survey.
- Conduct quarterly workshops on diversity and inclusion, with at least 75% employee participation.

## 3.2 Gender Balance in Leadership and Decision-making

### Goals:

- Ensure equal representation of all genders in leadership positions.
- Promote transparency in the decision-making process to encourage diversity of thought and experience.

### Actions:

1. Set a target of achieving at least 40% representation of underrepresented genders in leadership positions within three years.
2. Develop mentorship and leadership development programs tailored to support individuals from underrepresented genders.
3. Establish a gender-balanced leadership task force to monitor and report on gender diversity in decision-making roles.

### Measures:

- Track the gender composition of leadership positions annually, aiming for a 10% increase in underrepresented genders each year.
- Ensure that all leadership development programs have at least 50% participation from underrepresented genders.
- Report on the progress of gender diversity in decision-making roles bi-annually to the organization's board.

## 3.3 Gender Equality in Recruitment and Career Progression

### Goals:

- Remove gender bias from recruitment, promotion, and evaluation processes.
- Create equal opportunities for career advancement for all employees.

### Actions:

1. Review and revise job descriptions and recruitment advertisements to ensure they are gender-neutral.
2. Implement blind recruitment processes to reduce unconscious bias.
3. Develop a clear, transparent promotion and evaluation process with specific criteria that promote gender equality.
4. Provide training for all managers and HR personnel on gender-neutral recruitment and evaluation practices.

### Measures:

- Monitor and report on the gender balance of new hires and promotions annually, with a target of achieving a 50/50 gender split.
- Conduct annual audits of the recruitment and promotion processes to identify and rectify any gender biases.
- Achieve a minimum of 90% of managers and HR personnel trained in gender-neutral recruitment and evaluation practices within the first year.

## 3.4 Integration of the Gender Dimension into Research and Teaching Content

### Goals:

- Ensure that research and teaching content reflect gender diversity and inclusivity.
- Promote awareness and understanding of gender issues within academic and research contexts.

### Actions:

1. Conduct a review of all research and teaching content to identify and address gender biases.
2. Develop guidelines for integrating gender perspectives into research methodologies and teaching curricula.
3. Offer training programs for researchers and educators on how to incorporate gender perspectives into their work.

### Measures:

- Achieve 100% compliance with the gender integration guidelines in all new research projects and teaching curricula within two years.
- Ensure that all research proposals include a section on gender dimension analysis.
- Provide at least two training sessions annually for researchers and educators, with a target attendance rate of 80%.

## 3.5 Measures Against Gender-Based Violence Including Sexual Harassment

### Goals:

- Establish a zero-tolerance policy towards gender-based violence and sexual harassment.
- Create a safe and supportive environment where employees can report incidents without fear of retaliation.

### Actions:

1. Develop and implement a comprehensive anti-harassment policy, including clear reporting procedures and consequences for violations.
2. Create a confidential support and reporting mechanism for victims of gender-based violence and sexual harassment.
3. Provide mandatory training on recognizing, preventing, and responding to gender-based violence and sexual harassment for all employees.

### Measures:

- Conduct annual anonymous surveys to assess the prevalence and awareness of gender-based violence and harassment, aiming for a zero-incident report.
- Ensure that all reported cases are investigated and resolved within a set timeframe, with at least 90% resolved within 30 days.
- Achieve 100% employee participation in mandatory training sessions on gender-based violence and sexual harassment.

## 4. Monitoring and Evaluation

Regular monitoring and evaluation are crucial to the success of this Gender Equality Plan. The Gender Equality Committee will be responsible for overseeing the implementation of the plan, monitoring progress, and making necessary adjustments. The committee will:

1. Conduct bi-annual reviews of the GEP to assess progress and identify areas for improvement.
2. Provide annual reports to senior management and stakeholders on the progress of gender equality initiatives.
3. Adjust goals, actions, and measures as needed to ensure the effectiveness and relevance of the GEP.

## 5. Communication and Engagement

Effective communication and engagement are key to the successful implementation of the GEP. The organization will:

1. Communicate the Gender Equality Plan to all employees, ensuring transparency and clarity on goals, actions, and expectations.
2. Engage employees at all levels in the development and implementation of gender equality initiatives.
3. Foster an open and inclusive dialogue on gender equality issues through regular meetings, workshops, and feedback sessions.

## 6. Conclusion

This Gender Equality Plan is a living document that demonstrates our organization's commitment to promoting gender equality and fostering a diverse and inclusive workplace. By implementing these goals, actions, and measures, we aim to create a supportive environment where all employees can thrive and contribute to the success of our organization. We are committed to continuous improvement and accountability in our efforts to achieve gender equality.

Signed by:

Philip Staib

A handwritten signature in blue ink, appearing to read 'Philip Staib', is written over a horizontal dashed line.

Founder and CEO

03/09/2024