



GENDER EQUALITY PLAN

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INTRODUCTION

For EConcrete, gender equality is of great importance, as it ensures the equality of rights, freedoms, opportunities and recognition between genders. It is also enabling the enhancement of skills and knowledge through the inclusion of all, promoting a better and more motivating work environment and, consequently, greater levels of productivity and retention of talent.

It is necessary to consider the fact that EConcrete is a small-sized organization with a limited number of employees. Given this context, some gender equality practices have to be adapted to this situation. However, it has always been a key principle for the company to create a safe and inclusive environment for people of all genders, where all employees have equal opportunities and a motivating working environment.

EConcrete strives for gender equality, diversity, and inclusion, as well as avoids any kind of discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. On that account, we strongly believe all employees must be given the same opportunities to develop both personally and professionally.

Therefore, EConcrete and its Executive leadership recognize the importance of a gender policy, endorse this Gender Equality Plan and subscribe to the objectives, targets and measures further elaborated in this report.

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1- Current State of Affairs

1-1. Gender distribution and contractual relations among employees

As of January 2023, there are 28 full-time employees working at EConcrete, among which 43% are women, and 57% are men. 100% of the employees have a permanent contract and in addition we have 3 more temporary employees.

Type of contract	Men	Women
Permanent	57%	43%

1-2. Gender distribution in decision making positions

The Executive leadership counts 2 women for 4 men, managerial positions count 1 women and 1 man.

Top management	Men	Women
Executive level	4	2
Management level	5	1

1-3. Number of men and women applying for internship

Between January 2022 and December 2022, 50% of the candidates applying for internship were women.

Position	Men	Women
Intern	50%	50%

1-4. Salary

All employees with the same qualification receive equal pay for equal working time and work. EConcrete is committed to avoid a gender pay gap. EConcrete values the competence of employees, provided that women and men have the same opportunities to achieve the same competences through their study and professional life.

1-5. Parenthood

Maternity and paternity leaves are guaranteed according to European regulations. After the completion of parental leave, employees are provided with the same responsibilities and working time as before the leave. Working time is flexible in order to enable reconciliation of work and family life.

Additionally, EConcrete always aims to approve of requests for extra time off, where possible.

1-6. Conclusion about current situation

No specific gender biases could be detected from the previous analysis of the existing state of affairs. However, it should be noted that the number of men at executive level is currently higher than women (4 vs. 2). Unfortunately a number of biases that prevent all people to have the same opportunities regardless of the gender are still present in our society, EConcrete commits to a number of targets to strengthen and maintain the already positive aspects, improve the weak ones in the company, and contribute to gender equality in society development in general.

2- Targets and actions

ECONcrete has identified 4 key areas for targets and actions:

- Work-life balance and organizational culture
- Gender-balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Measures against gender-based violence including sexual harassment

2.1- Work-life balance and organizational structure

According to the above data, there are no critical problems with respect to the work-life balance and organizational culture within ECONcrete. All employees have access to remote working opportunities, comfortable parenthood while working, as well as employees regardless of their gender receive equal pay for equal working time and work. Nevertheless, ECONcrete endeavors to strengthen and maintain the already implemented measures.

For that, the following objectives and targets were arranged.

Objective	Activity	Target	Indicator	Current status	Responsible
Raising awareness about the importance of gender equality issues through continuous training activities	<p>Introducing home office opportunities and flexible working hours for men and women administrative employees.</p> <p>Introduction of an individual work schedule, task-based working time, and other flexible forms that facilitate combining work and family life.</p>	100% of employees have flexible hours and home office opportunities.	Percentage of employees who have flexible hours and home office opportunities.	By 31 December 2023.	CEO

Objective	Activity	Target	Indicator	Current status	Responsible
Supporting employees with children	Providing employees with flexible hours to fully care for their children during school holidays as long as it does not affect their performance at work	100% of employees have flexible working arrangements to support their children.	Percentage of employees with children who have flexible working arrangements	By 31 December 2023.	CEO

2.2- Gender balance in leadership and decision-making

It was observed that there is a gender imbalance at the strategic level. With the purpose of encouraging more women to reach a managerial position, the following measures will be implemented.

Objective	Activity	Target	Indicator	Current status	Responsible
Decrease the gender inequality at the strategic level	Increasing the number of women in managerial and leadership positions with internal progression plan.	50% women at managerial and leadership levels.	Percentage of women at managerial and leadership levels.	By 31 December 2023.	CEO

Objective	Activity	Target	Indicator	Current status	Responsible
Providing support to employees who are disproportionately burdened to achieve leadership and decision-making goals	Taking into account the family situation of staff members, with regard to working hours, meetings or appointments during school holidays.	No management team meetings outside fixed working hours (as described in the agreement framework for hybrid work).	Amount of management team meetings outside fixed working hours (as described in the agreement framework for hybrid work).	By 31 December 2023.	CEO

2.3- Gender equality in recruitment and career progression

Taking into account the monitored data, it was highlighted that EConcrete has a good balance of female and male employees. This is also reflected in the number of candidates applying for an internship, with an equal ratio.

Given how important it is to ensure that both women and men get equal chances to develop and advance in their career, the following objectives and procedures were identified.

Objective	Activity	Target	Indicator	Current status	Responsible
Continue to foster gender balanced applications for the internship at EConcrete	Using gender neutral language and communication in external vacancies. Using good practices, soft instruments (incentives) in the case of the under-represented sex:	50% of applicants are male, and 50% are female.	Percentage of male and female CVs.	By 31 December 2023.	CEO

Objective	Activity	Target	Indicator	Current status	Responsible
Encourage both women/men to apply for the internship at EConcrete	Using gender neutral language and communication in external vacancies. Using good practices, soft instruments (incentives) in the case of the under-represented sex*	50% of applicants are male, and 50% are female.	Percentage of male and female CVs.	By 31 December 2023.	CEO

*Actions will include:

- Promotional campaigns, appropriate language, visualization promoting women starting careers in masculinized areas and men – in feminized areas.
- Active search for women candidates for positions in masculinized areas and men candidates in feminized areas.
- Providing information on the contest to the widest possible group of potential men and women candidates, accounting for gender.

2.4- Measures against gender-based violence including sexual harassment

Based on the monitored data, it has been noticed that there are no major concerns regarding gender-related violence in the workplace.

However, EConcrete strives to strengthen and maintain the already implemented measures. In order to do that, the following objectives and targets were set

Objective	Activity	Target	Indicator	Current status	Responsible
Raising awareness about the importance of gender equality issues through continuous training activities	Providing all employees with awareness program on mitigating unconscious biases.	100% of employees introduced to the program.	The number of people participating in the program.	By 31 December 2023.	CEO

Objective	Activity	Target	Indicator	Current status	Responsible
Adopting neutral language for work communication and ensuring sexist and discriminatory language are not being used at the workplace	Issuing a policy on using neutral language at work: avoiding words related to gender, sexual orientation, and other distinguishing qualities.	100% of work communication is done using a neutral language.	All work communication is done using a neutral language.	By 31 December 2023.	CEO

Objective	Activity	Target	Indicator	Current status	Responsible
Increase safety and security among staff	Highlighting the articles in the employment regulations regarding threats, violence, unwanted sexual behavior at work or bullying.	No incidents.	Number of incidents.	By 31 December 2023.	CEO

3- Conclusion

At EConcrete, we aspire to strengthen the importance of promoting a diversified work conditions and culture—we believe that a more inclusive environment fuels creativity, innovation and excellent results.

Current Gender Equality Plan and data that it is based on will be updated annually. Monitoring actions will be implemented to ensure that the foreseen targets are achieved in the short and long term.

There will be a system implemented to collect employee complaints related to any discrimination and gender inequality, as well as there will be employees responsible to monitor the actions planned to achieve the targets.

The objectives, targets and actions set in this document are available to all EConcrete's employees and freelancers for commenting and making suggestions. New targets and actions can be discussed during meetings and any employee can contribute to an update of the GEP.