



Esperity Gender Equality Plan

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1. Introduction and Objectives

Purpose:

The Gender Equality Plan (GEP) of Esperity aims to promote gender equality and prevent gender discrimination in all organizational practices and processes, ensuring a fair, inclusive, and supportive work environment for all employees.

Objectives:

- Thriving for achieving gender balance in all company activities.
- Ensure equal opportunities in recruitment, career progression, and professional development.
- Support work-life balance and eliminate gender-based harassment and violence.

2. Stakeholder Involvement and Responsibility

Key Stakeholders:

- Senior Management
- Human Resources Department
- Dedicated Gender Equality member
- All Employees

Responsibilities:

- Senior Management: Endorse the GEP, allocate resources, and ensure accountability. Senior Management will review the progress of the GEP quarterly and make necessary adjustments.
- HR Department: Implement gender-sensitive policies in recruitment, training, and development. HR will conduct annual gender audits and facilitate training sessions.
- Dedicated Gender Equality member: Monitor progress, provide recommendations, and raise awareness. The Committee will meet monthly to discuss progress and challenges.
- Employees: Participate in training, support initiatives, and report incidents of discrimination. Employees are encouraged to actively engage in GEP-related activities.

3. Assessment and Analysis

Current State Analysis:

- Conducted a gender audit in June 2024 to assess the current gender balance in Esperity. The audit revealed:
- 45% female and 55% male overall operational workforce.
- 33% female and 66% male in leadership positions.
- Gender pay gap of 0%.
- Reviewed existing policies and practices for potential gender biases and identified areas for improvement.
- Collected and analyzed gender-disaggregated data on recruitment, retention, promotion, and pay.
- LGBTQ Friendly organisation

4. Strategy and Actions

Priority Areas and Actions:

1. Gender Balance in Leadership and Decision-Making:

- Target: Achieve 40% female representation in leadership roles by 2030.
- Actions:
- Implement a mentoring and leadership development program for women by September 2024.
- Promote transparent and merit-based selection processes for leadership positions.

2. Equal Opportunities in Recruitment and Career Progression:

- Target: Ensure gender-neutral recruitment practices and equal career progression opportunities.
- Actions:
 - o Revise job advertisements and descriptions to ensure gender neutrality by August 2030.
 - o Implement blind recruitment processes to reduce biases starting October 2024.
 - o Provide equal access to professional development opportunities through annual training programs.

3. Work-Life Balance:

- Target: Support work-life balance for all employees.
- Actions:
 - o Keep monitoring satisfaction with the flexible working arrangements

4. Gender-Based Harassment and Violence:

- Target: Eliminate gender-based harassment and violence in the workplace.
- Actions:
 - o Develop and enforce a zero-tolerance policy for harassment by September 2024.

- Establish clear reporting and support mechanisms for victims, including an anonymous reporting system, by October 2024.
- Conduct regular training on recognizing and preventing harassment, starting November 2024.

5. Training and Awareness

Training Programs:

- Mandatory gender equality training for all employees, to be completed annually.
- Specialized training for managers on inclusive leadership, scheduled bi-annually.
- Workshops on unconscious bias and gender-sensitive communication, to be conducted quarterly.

Awareness Campaigns:

- Regular internal communications highlighting gender equality initiatives through newsletters and the intranet.
- Celebrate International Women's Day and other relevant events with company-wide activities and discussions.
- Share success stories and best practices within Esperity through internal communication channels.

6. Monitoring and Evaluation

Performance Indicators:

- Gender representation in leadership roles and operational roles.
- Gender pay gap statistics.
- Employee satisfaction and perception surveys on gender equality.
- Number and resolution of reported harassment cases.

Evaluation Mechanisms:

- Annual review of the GEP by the Gender Equality Resource.
- Regular progress reports to senior management and stakeholders.
- Adjustments to the GEP based on feedback and evolving best practices.

7. Resources and Budget

Resource Allocation:

- Allocation of time and personnel for GEP implementation and monitoring, including hiring an external consultant for training programs.
- When required or requested: Access to external expertise and training programs through partnerships with gender equality organizations.

8. Communication and Dissemination

Internal **Communication:**



- Regular updates on GEP progress through newsletters, intranet, and monthly meetings.
- Accessible documentation of the GEP and related policies for all employees on the intranet.

External Communication:

- Share the GEP and progress reports on Esperity's website.
- Engage with external stakeholders, including industry partners and regulatory bodies.
- Participate in external gender equality networks and initiatives, such as conferences and forums.

This Gender Equality Plan for Esperity outlines the organization's commitment to promoting gender equality and creating a supportive and inclusive work environment.

Mitchell SILVA
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