

# GENDER EQUALITY PLAN

## INFRALABS Ltd

### Executive Summary

Infralabs Ltd is committed to fostering a workplace culture that values diversity, inclusivity, and gender equality. To this end, we have developed a comprehensive Gender Equality Plan (GEP) outlining specific objectives, strategies, and targets to be achieved over the next three years. This GEP reflects our determination to foster a workforce that is more balanced and inclusive, with a target of having at least 40% women employees in the near future. Our approach is aligned with the principles outlined by Horizon Europe, the European Union's framework program for research and innovation.

Our primary objectives include increasing gender diversity across all levels of the organization, eliminating unconscious biases, and creating a supportive environment where all employees can thrive. To achieve these goals, we have devised a multi-faceted approach encompassing recruitment and hiring practices, career development initiatives, flexible work policies, equal pay and benefits, and fostering an inclusive workplace culture.

Over the first year of implementation, we will focus on raising awareness and conducting training programs on gender sensitivity and bias, implementing gender-neutral recruitment practices, and launching mentorship and sponsorship initiatives. Year two will see a continued emphasis on leadership development for women, pay equity audits, and expansion of flexible work policies. In the final year, we will evaluate the effectiveness of our initiatives, gather feedback through a company-wide survey, and develop strategies for sustaining our commitment to gender equality in the long term.

Through diligent implementation and regular monitoring of our progress against set targets, we aim to create a workplace where every individual, regardless of gender, has equal opportunities for growth and advancement. Our commitment to gender equality not only aligns with the Gender Equality Initiative of Horizon EU but also reflects our values as a responsible corporate citizen. Together, we will build a more diverse, inclusive, and equitable future at Infralabs Ltd.

### Objectives

#### **01. Increase Gender Diversity**

Objective: Achieve a more balanced gender representation across all organizational levels, especially in leadership positions.

Target: Increase the percentage of women in leadership positions by 40% in the future.

#### **02. Eliminate Gender Bias:**

Objective: Identify and mitigate unconscious biases in recruitment, performance evaluation, and career advancement processes.

Target: Implement unconscious bias training for all employees and hiring managers within the first year.

#### **03. Foster an Inclusive Culture:**

Objective: Cultivate a workplace environment where all employees feel valued, respected, and empowered to contribute their best regardless of gender.

Target: Establish a zero-tolerance policy for harassment and discrimination and promote diversity and inclusion through regular events and workshops.

## Strategies

### 1. Recruitment and Hiring:

Infralabs Ltd recognizes the importance of building a diverse workforce and is committed to implementing strategies to attract and hire talented individuals from all backgrounds, including women. To achieve this, we will start by reviewing and revising our job descriptions and language to ensure they are gender-neutral and inclusive. This will involve removing any biased language or unnecessary gender-specific requirements that may inadvertently deter qualified candidates from applying.

In addition, we will actively seek partnerships with diversity-focused recruitment agencies, women's networks, and organizations promoting gender equality in STEM fields. These partnerships will provide us with access to a broader talent pool and help us reach qualified women candidates who may not otherwise have been aware of opportunities at Infralabs.

To further support our efforts in recruiting and hiring women, we will provide training to our hiring managers on unconscious bias mitigation techniques. This training will help them recognize and address any unconscious biases that may influence their decision-making processes, ensuring that all candidates are evaluated based on their skills, qualifications, and potential to contribute to our organization's success.

### 2. Career Development:

Infralabs Ltd understands the importance of investing in the professional development of all employees, including women, to support their growth and advancement within the organization. To this end, we will offer leadership training and development opportunities specifically targeted at women employees.

These programs will focus on developing essential leadership skills, such as communication, decision-making, and conflict resolution, as well as providing guidance on navigating career advancement opportunities within our organization. We will also establish mentoring and sponsorship programs to provide women employees with access to valuable guidance, support, and networking opportunities from experienced leaders within the company.

By investing in the career development of our women employees, we aim to empower them to take on leadership roles and contribute to the long-term success and growth of Infralabs.

### 3. Flexible Work Policies:

Infralabs Ltd recognizes the importance of offering flexible work arrangements to support the diverse needs of our employees, including women who may have caregiving responsibilities or other personal commitments outside of work. To this end, we will roll out flexible work arrangements, such as remote work options and flexible hours, to provide employees with greater flexibility in how and when they work.

Additionally, we will provide resources and support for employees transitioning back to work after parental leave, including access to childcare services, lactation rooms, and flexible scheduling options. We will also ensure equitable access to career advancement opportunities for employees utilizing flexible work arrangements, ensuring that they are not disadvantaged in their career progression due to their work arrangements.

By offering flexible work policies, Infralabs aims to create a supportive and inclusive work environment where employees can balance their work and personal responsibilities more effectively, ultimately leading to higher job satisfaction, productivity, and retention.

#### 4. Workplace Culture:

Infralabs Ltd understands the importance of investing in the professional development of all employees, including women, to support their growth and advancement within the organization. To this end, we will offer leadership training and development opportunities specifically targeted at women employees.

These programs will focus on developing essential leadership skills, such as communication, decision-making, and conflict resolution, as well as providing guidance on navigating career advancement opportunities within our organization. We will also establish mentoring and sponsorship programs to provide women employees with access to valuable guidance, support, and networking opportunities from experienced leaders within the company.

By investing in the career development of our women employees, we aim to empower them to take on leadership roles and contribute to the long-term success and growth of Infralabs.

#### Timeline

Infralabs Ltd will implement its Gender Equality Plan over the next three years. The company will set specific targets for each year and will track its progress against these targets.

**Year 1:** Focus on awareness-raising, training, and initial implementation of policies.

**Year 2:** Continue implementation and expansion of initiatives, conduct mid-term reviews.

**Year 3:** Evaluate effectiveness, gather feedback, and develop long-term sustainability plan.

#### Budget

Infralabs Ltd recognizes the critical importance of fostering gender equality and diversity in the workplace. To support its Gender Equality Plan, the company will allocate a dedicated budget to fund targeted recruitment efforts, training programs, and support initiatives for women employees. By investing in these initiatives, Infralabs aims to create a more inclusive and equitable work environment where all employees, regardless of gender, have equal opportunities for success and advancement.

#### Communication and Engagement

1. Communicate the objectives and strategies of the Gender Equality Plan through company-wide meetings, newsletters, and intranet updates.
2. Provide regular updates on progress and milestones achieved to keep employees informed and engaged.
3. Encourage employee participation and feedback through focus groups, surveys, and suggestion boxes.

##### Internal Communication



1. Share our commitment to gender equality through public statements, press releases, and social media platforms.
2. Partner with industry organizations and networks to amplify our efforts and share best practices.
3. Actively participate in events and initiatives promoting gender diversity and inclusion in the workplace.

##### External Communication



## Conclusion

Infralabs Ltd's Gender Equality Plan represents a firm commitment to fostering a workplace culture that values diversity, inclusivity, and gender equality. By setting clear objectives, implementing targeted strategies, and allocating resources, we aim to create an environment where all employees have equal opportunities for growth and advancement, regardless of gender. Over the next three years, we will focus on increasing gender diversity, eliminating unconscious biases, and fostering an inclusive culture where every individual feels valued, respected, and empowered to contribute their best. Through diligent implementation, regular monitoring, and ongoing engagement, we are confident that we can build a more diverse, inclusive, and equitable future for all employees at Infralabs Ltd. We will continue to champion gender equality and create a workplace where everyone can thrive.

Last updated: 08.01.2024

Director: Dr. Ioannis Filippopoulos