Gender Equality Plan

"Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world."

UN SDG 5
# Table of Contents

1. Introduction ........................................................................................................... 3  
2. Dedicated resources ......................................................................................... 3  
3. Data collection and monitoring ......................................................................... 3  
4. Training .................................................................................................................. 4  
5. Concrete measures and targets ......................................................................... 5  
   5.1 Work-life balance and organisational culture ................................................. 5  
   5.2 Gender balance in leadership and decision making ....................................... 6  
   5.3 Gender equality in recruitment and career progression ............................... 7  
   5.4 Integration of the gender dimension into research and teaching content ...... 8  
   5.5 Measures against gender-based violence including sexual harassment ...... 9  
6. Conclusions .......................................................................................................... 10  
7. References ............................................................................................................. 10  
8. Approval ............................................................................................................... 10
1 Introduction

As mentioned in the 5th Sustainable Development Goal of United Nations, Gender Equality, we need to work and "achieve gender equality and empower all women and girls" [1]. Gender equality prevents violence against women and girls. It's essential for economic prosperity. Societies that value women and men as equal, are safer and healthier. Gender equality is a human right. Everyone benefits from gender equality. [2]

Such empowerment starts from the very beginning of one's life, either female or male, and specifically in the context of family, it continues passing on to school and then to the integration in further social circles, such as university, work and society as a whole.

In WINGS ICT Solutions we take very seriously this need to assure and empower gender quality in the context of the company, embracing such mentality in our organisational culture. To this end, WINGS has set and follows the Gender Equality Plan, presented hereinafter. Our plan's purpose is to be implemented by all employees, promoting human rights, equal opportunities and respecting each person's individual personality.

More specifically, in Section 2 the dedicated resources of WINGS are presented, Section 3 showcases the data collection and monitoring policy that the company follows and Section 4 discusses on the training activities. Finally, in Section 5 certain KPIs on the gender balance within the company are presented, followed by respective targets to be achieved in the forthcoming period.

This document is revised on a yearly basis.

2 Dedicated resources

WINGS ICT Solutions is a company that develops digital solutions (software and hardware) in various business verticals. WINGS has committed its resources to the development of its solutions and participation to respective activities for achieving this. Further to this, it is very important for the company to implement the Gender Equality Plan. To this end, the respective human resources are committed to apply their expertise in gender equality matters, in order to ensure that the company's plan is implemented.

3 Data collection and monitoring

WINGS ICT Solutions emphasises on the gender equality, by providing equal opportunity to both female and male candidates. Data collection and monitoring is performed in accordance with the General Data Protection Regulation (EU) 2016/679. The process is also documented in all employees' contract and is communicated to them upon sending the official job offer.

Figure 1 graphically presents the percentage of WINGS employees, while Figure 2 shows the female/male allocation in the senior levels of WINGS (position of Director and higher).

![WINGS Personnel](image)

**Figure 1: WINGS Employees' percentage**
4 Training

The company offers the decision makers and the Human Resources department proper training and participation to educational seminars or programs that aim to the constant awareness of gender equality, opportunities and employee equality of all forms. The goal is the creation of a powerful toolbox to militate the discriminations and embrace diversity in the workplace (i.e. participation to [3]).

Furthermore, the company offers to the personnel, as well as to decision makers, a yearly seminar on gender equality. The seminar is performed by the Human Resources department of WINGS and is an interactive session that includes:

- Meaning of Gender Equality at work and in society as a whole
- Current practices on Gender Equality and identification of possible gaps
- Proposal of additional measures/KPIs

Open discussion is encouraged to be taking place in the context of the seminar, as well as through offline discussions with the HR department, in order to capture potential concerns and new ideas in best practices for awareness on Gender Equality.

Finally, dedicated personnel from the HR department monitors and reports awareness and training activities, as well as the application of this document's policies.
<table>
<thead>
<tr>
<th>Agenda 2030 with SDGs</th>
<th>Conception</th>
<th>Indicators</th>
<th>People In Charge</th>
<th>Time Line</th>
<th>Indirect Target</th>
<th>Direct Target</th>
<th>Measures</th>
<th>Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1 Work-life balance and organisational culture</td>
<td>This section presents the KPIs to be monitored for ensuring Gender Equality in the activities of WINGS IT Solutions.</td>
<td>Concrete measures and targets</td>
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<tr>
<td>Objective</td>
<td>Measures</td>
<td>Target</td>
<td>Indirect target</td>
<td>Timeline</td>
<td>People in charge</td>
<td>Indicators</td>
<td>Connection with SDGs Agenda 2030</td>
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<tr>
<td>Encourage men to take parental leaves</td>
<td>All WINGS employees and employers</td>
<td>Employees' and employers' families</td>
<td>Always applicable</td>
<td>Project managers, HR, employees</td>
<td>Policies on work and personal life</td>
<td>Policies on organisational culture, welcome letter sent to employees</td>
<td></td>
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<tr>
<td>Communication of the organisational culture within employees</td>
<td>WINGS employees</td>
<td>-</td>
<td>Always applicable</td>
<td>HR</td>
<td>Policies on organisational culture</td>
<td>Policies on organisational culture</td>
<td></td>
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<tr>
<td>Constant promotion of the organisational culture within employees</td>
<td>WINGS employees</td>
<td>-</td>
<td>Always applicable</td>
<td>Project managers, HR</td>
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### 5.2 Gender balance in leadership and decision making

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Measures</th>
<th>Target</th>
<th>Indirect target</th>
<th>Timeline</th>
<th>People in charge</th>
<th>Indicators</th>
<th>Connection with SDGs Agenda 2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promoting gender balance in leadership and decision making</td>
<td>Equally qualify and promote candidates for leading positions (such as Directors, and Managers), either</td>
<td>WINGS employees and employers</td>
<td>All employees of WINGS</td>
<td>Always applicable</td>
<td>Employers, HR</td>
<td>Leading and decision-making positions are being held by women as well</td>
<td>Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political,</td>
</tr>
<tr>
<td>Agenda 2030 with SDGs</td>
<td>Connection</td>
<td>Indicators</td>
<td>People in charge</td>
<td>Change</td>
<td>Indirect</td>
<td>Target</td>
<td>Direct</td>
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**5.3 Gender equality in recruitment and career progression**

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<thead>
<tr>
<th>Time</th>
<th>Employees, HR</th>
<th>Employees, HR</th>
<th>All employees, WINGS</th>
<th>Employees, HR</th>
<th>Employees, WINGS</th>
<th>Employees, WINGS</th>
<th>Employees, HR</th>
<th>Employees, HR</th>
<th>WINGS</th>
</tr>
</thead>
</table>

- **Objectives**:
  - Promote gender equality in recruitment and career progression.
  - Provide equal pay for equal work.
  - Ensure that employees are evaluated and promoted based on their skills and performance.

- **Measures**:
  - Conduct regular audits of gender representation at all levels of the organization.
  - Implement flexible working arrangements to support work-life balance.
  - Offer mentorship and training programs to support career development.

- **Indicators**:
  - Percentage of women in leadership positions.
  - Gender pay gap and strategies to address it.
  - Employee satisfaction and retention rates.

- **Indicators change**:
  - Increase in the number of women in leadership roles over the past year.
  - Reduction in the gender pay gap.
  - Improved employee satisfaction among women employees.

- **Changes in the organization**:
  - Adoption of gender-neutral recruitment processes.
  - Implementation of policies to support work-life balance.
  - Regular updates on progress towards gender equality targets.
### Teaching Content

Teaching content does not apply in the activities of WINGS, as an SME.

<table>
<thead>
<tr>
<th>Agenda 2030</th>
<th>Indicators</th>
<th>People</th>
<th>Timeframe</th>
<th>Target</th>
<th>Direct</th>
<th>Measures</th>
<th>Objectives</th>
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<tbody>
<tr>
<td>Connection</td>
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</tbody>
</table>

5.4 Integration of the Gender Dimension into Research and Teaching Content

<table>
<thead>
<tr>
<th>Term</th>
<th>Employers</th>
<th>Measured by Long-term indicators, which is career progression.</th>
<th>Skills development and knowledge.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>The same as in the company, evolve their career.</td>
<td></td>
</tr>
<tr>
<td>Types of exploitation, including trafficking, physical abuse, and discrimination against women and girls</td>
<td>Create an environment of trust in which every employee feels free to share problems and concerns with HR.</td>
<td>HR</td>
<td>Applies to all employees and WINGS</td>
</tr>
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<td>---</td>
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</tr>
<tr>
<td>End all forms of discrimination</td>
<td>Provide equal opportunities in all employee development and personal growth.</td>
<td>Employees</td>
<td>Applies to all employees and WINGS</td>
</tr>
</tbody>
</table>

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<tr>
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</thead>
<tbody>
<tr>
<td>Change in People's Health</td>
<td>Prosperity</td>
<td>Timeframe</td>
<td>Target</td>
<td>Target</td>
<td>Direct</td>
<td>Measures</td>
<td>Objectives</td>
</tr>
</tbody>
</table>

5.5 Measures against gender-based violence including sexual harassment
6 Conclusions
This document presents the Gender Equality Plan of WINGS ICT Solutions. WINGS’ aim is promoting human rights, equal opportunities and respecting each person’s individual personality, by having this Plan implemented by all employees and employers.
This document is revised on a yearly basis.

7 References
[3] EMBRACIVE “Embracing Diversity and Fostering Inclusion in the Workplace” program taking place in Greece and Cyprus funded by the Rights, Equality and Citizenship REC Program of the EU, took place online on July 12th, 2021.

8 Approval
The document is approved by the top management of WINGS ICT Solutions and is signed by Dr. Konstantinos Tsagkaris, Legal Representative and Managing Director.

Dr. Konstantinos Tsagkaris
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