



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

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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).

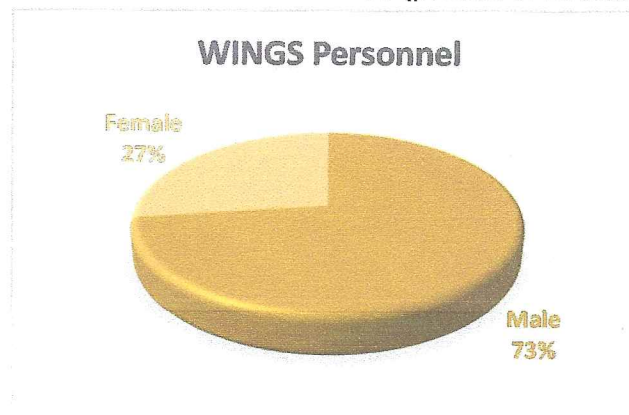


Figure 1: WINGS Employees’ percentage

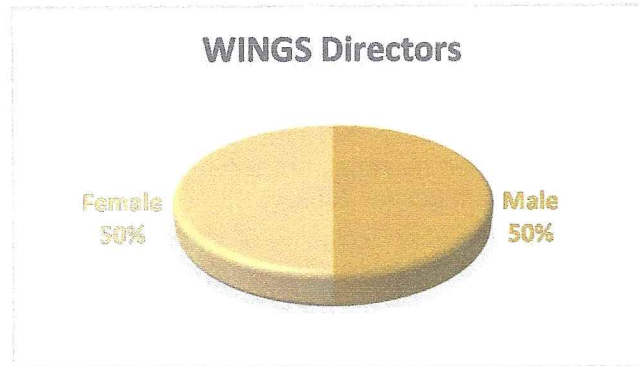


Figure 2: WINGS Directors' percentage

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.

5 Concrete measures and targets

This section presents the KPIs to be monitored for ensuring Gender Equality in the activities of WINGS ICT Solutions.

5.1 Work-life balance and organisational culture

Objectives	Measures	Direct Target	Indirect target	Timeline	People in charge	Indicators	Connection with SDGs Agenda 2030
Promoting work-life balance and organisational culture	Promotion of guidelines in order to achieve better planning of working meetings and achieve work-life balance (i.e. timely organisation and communication of the meeting via doodle)	All WINGS employees and employers	Employees' and employers' families	Always applicable	Project managers, HR, employees	Policies on work and personal life	Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
	Availability of flexible working times arrangements, and teleworking	All WINGS employees and employers	Employees' and employers' families	Always applicable	Project managers, HR, employees	Policies on work and personal life	

	Encourage men to take parental leaves	All WINGS employees and employers	Employees' and employers' families	Always applicable	Project managers, HR, employees	Policies on work and personal life
	Communication of the organisational culture within employees	WINGS employees	-	Always applicable	HR	Policies on organisational culture, welcome letter sent to employees
	Constant promotion of the organisational culture within employees	WINGS employees	-	Always applicable	Project managers, HR	Policies on organisational culture

5.2 Gender balance in leadership and decision making

Objectives	Measures	Direct Target	Indirect target	Timeline	People in charge	Indicators	Connection with SDGs Agenda 2030
Promoting gender balance in leadership and decision making	Equally qualify and promote candidates for leading positions (such as Directors, and Managers), either	WINGS employees and employers	All employees of WINGS	Always applicable	Employers, HR	Leading and decision-making positions are being held by women as well	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political,

	internally or externally.								economic and public life.
	Providing equal opportunities to employees to evolve their experience and knowledge through training in order to be able to take over a leading position	WINGS employees and employers	All employees of WINGS	Always applicable	Employers, HR	Employees receiving promotion within the company.			

5.3 Gender equality in recruitment and career progression

Objectives	Measures	Direct Target	Indirect target	Timeline	People in charge	Indicators	Connection with SDGs Agenda 2030
Promoting gender equality in recruitment and career progression	CVs received are handled regardless the gender of the candidate	WINGS employees	-	Always applicable	HR, Employers	Interviews are being held with all candidates that match the criteria in the job description.	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
	Career progression is measured by work achievements,	WINGS employees	-	Always applicable	Employers, Managers and Directors	WINGS aims at building long-term relationship with its employees, offering opportunities to	

	knowledge, and skills development					evolve their career in the company. This serves as a career progression indicator, which is measured by long-term employees.	
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5.4 Integration of the gender dimension into research and teaching content

Objectives	Measures	Direct Target	Indirect target	Timeline	People in charge	Indicators	Connection with SDGs Agenda 2030
Promoting integration of the gender dimension into research content	Include all competent employees in the R&D projects the company has undertaken, regardless of their gender	WINGS employees	-	Always applicable	Employers, Directors, Managers	Statistics regarding the participation of employees in R&D projects	Promote empowerment of women through technology. Adopt and strengthen policies and enforceable legislation for gender equality.

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

5.5 Measures against gender-based violence including sexual harassment

Objectives	Measures	Direct Target	Indirect target	Timeline	People in charge	Indicators	Connection with SDGs Agenda 2030
Promoting gender-based equality and respect, not tolerate any form of violence and harassment	Maintain a gender-based balance approach in company's employees	WINGS employees and employers	All employees of WINGS	Always applicable	Employers, HR	Providing equal opportunities to all employees in personal development and promotion within the company.	End all forms of discrimination against all women and girls everywhere. Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
	Treating with respect and value each employee's work and contribution within the company	WINGS employees and employers	All employees of WINGS	Always applicable	Employers, HR	Value each employee's work and endorse team spirit within employees.	
	Dedicated person from the HR department monitors and reports gender-based incidents within the company	WINGS employees and employers	All employees of WINGS	Always applicable	HR	Create an environment of trust in which every employee feels free to share problems or concerns to find support and resolved them fairly.	

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

- [1] United Nations website, <https://www.un.org/sustainabledevelopment/gender-equality/>
- [2] Article on Victoria Government website, titled "Gender equality: what is it and why do we need it?", <https://www.vic.gov.au/gender-equality-what-it-and-why-do-we-need-it>
- [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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ΤΕΧΝΟΛΟΓΙΕΣ ΠΛΗΡΟΦΟΡΙΚΗΣ
& ΕΠΙΚΟΙΝΩΝΙΑΣ
Α. ΣΥΓΓΡΟΥ 189 - Τ.Κ. 171 21
Legal Representative & Managing Director
ΑΦΜ: 800419285 - ΔΟΥ: ΝΕΑΣ ΣΜΥΡΝΗΣ