



# Beetle ForTech Gender Equality Plan

2023 - 2025

Empowering diversity, promoting equality - together we thrive!

Beetle ForTech GmbH

Konrad-Lorenz-Straße 10

A-3430 Tulln, Austria

## **Our Commitment**

We are committed to creating a work environment that values and promotes gender equality. We believe that gender diversity is essential for the success of our business, and we are committed to taking steps to ensure that all employees have equal opportunities to thrive. This Gender Equality Plan outlines our strategies for achieving gender equality and creating a culture of inclusivity at Beetle ForTech.

## **Objective**

The primary objective of this Gender Equality Plan (GEP) is to act as a framework and tool to enhance gender equality in the workplace and enable the integration of gender into organizational practices. In addition, this GEP strives to promote gender equality in the social economy's growth by conducting research, developing projects, and designing programs that consider gender differences in labor market participation and proactively foster equality among individuals of different genders.

## **Accountability and Responsibility**

### **1. Ratification**

The GEP is approved at the executive level (by Managing Directors), and the Chief of Sustainability is responsible for ensuring that it is distributed to all employees.

### **2. Communication**

The Chief of Sustainability is in charge of making sure that all staff members are informed of the GEP and taking corrective action when discrimination is noticed or reported.

### **3. Monitoring and Evaluation**

Beetle ForTech's practices and procedures are regularly reviewed to ensure that they are promoting GEP and identify any areas for improvement.

### **4. Data collection**

The Chief of Sustainability is expected to gather data disaggregated by sex and other relevant variables, as well as to review and reflect on the gender aspects of the respective areas of work.

## **Our Focus and Vision**

### **1. Workforce Participation**

*Promote work-life balance and an organization-wide culture of gender equality*

We aim to support our employees in achieving a healthy work-life balance by accommodating their personal commitments, such as family care and hobbies. Such support will enable our employees to effectively manage their work responsibilities while attending to their personal needs. This approach will have a positive impact on all

employees, with a particular emphasis on women, who may typically bear a larger share of family care responsibilities.

The implementation of the gender equality strategy and action plan will be overseen, monitored, and promoted by the Chief of Sustainability.

Beetle ForTech's image and reputation will be promoted as those of an organisation that supports and values diversity.

We commit to creating a culture of trust, fostered through open communication, support, and empathy from management.

### **Measures of Success**

Beetle Fortech aims to achieve gender equality through various means, such as incorporating gender equality objectives into planning and strategy, external communication, and a statement of support. Additionally, family-friendly policies are created, and working arrangements, such as telecommuting, flexible schedules, and part-time work, are provided.

## **2. More Gender Balance in Management, Recruitment, Career Progression and Events**

*Equal access and participation for gender-diverse individuals in decision-making structures and ensuring equal opportunities for career development*

Beetle ForTech's GEP focuses on promoting gender diversity in leadership positions. This entails reviewing the workforce planning procedure to make sure gender equality goals are included, encouraging key stakeholders, members, and decision-makers to support gender equality, and putting gender-inclusive hiring, career advancement, and evaluation policies into place. The strategy also seeks to guarantee fair gender representation at events hosted by and attended by Beetle ForTech.

### **Measures of Success**

- Ensuring gender diverse individuals are represented in projects and research activities
- Including gender awareness in all job specifications
- Creating a supportive culture that values diversity and inclusion. Encourage open communication and feedback, and ensure that employees feel comfortable reporting any instances of discrimination or bias.
- Creating a positive image of successful practices and key stakeholders in gender equality through social media

## **3. Gender Integration in Research and Education Content**

*Ensure incorporation of the gender dimension into the company's research and training content*

We promote gender inclusion and diversity in research management and integrate a sex and gender perspective into our training curricula.

### **Measures of Success**

- Taking into account all genders for language and images in research and production
- Developing activities in the area of gender balance and inclusiveness in the company' projects and training contents

#### **4. Combating Gender-Based and Sexual Harassment**

*Creating a safe and inclusive workplace for all employees*

We educate our staff on identifying and addressing various types of bias, and develop strategies to prevent and address sexual and gender-based harassment. By encouraging a collaborative effort among staff, we can challenge biases and stereotypes.

##### **Measures of Success**

- Establishing multiple channels for reporting harassment, including anonymous reporting options, and ensuring that all reports are taken seriously and investigated promptly
- Ensuring that employees who report harassment are protected from retaliation and provided with support and resources
- Create a culture of zero tolerance for harassment, where all employees are held accountable for their actions and attitudes
- Fostering an inclusive and respectful workplace culture that values diversity and promotes equality, respect, and dignity for all employees.

Organisation Name: Beetle ForTech

Chief Executive Officer: Sebastian Vogler, Koimé Kuoacou

Chief Sustainability Officer: Anh Nguyen

Authorized by: Sebastian Vogler, Koimé Kuoacou

Date:

Signatures: