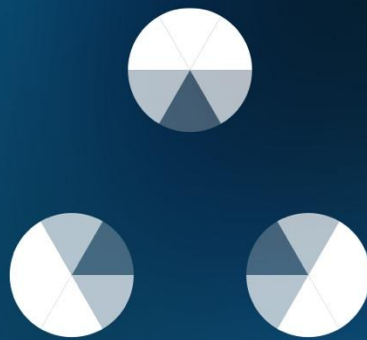


```
$problems=array();  
foreach  
($puzzles  
as $puzzles){  
if(!isresolved($PUZZLE))$problems[]=$  
$puzzle;  
}
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Gender Equality Plan

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SOFTIC Gender Equality Plan (GEP)

Approved by: Miklós Mátis, CEO of SOFTIC

Date: 10 February, 2025

Published on: <https://www.softic.com/en/gender-equality>

1. Introduction and Commitment

SOFTIC, as a leading software engineering and innovation company, is committed to building an inclusive, fair, and supportive workplace where every individual can thrive regardless of gender, background, or personal circumstances. We believe that gender equality is not only a matter of social justice but also a driver of innovation, creativity, and excellence.

This Gender Equality Plan (GEP) demonstrates our formal commitment to advancing gender equality and meeting the requirements of Horizon Europe and EIC funding programs. It is a public document, endorsed by our top management, and integrated into SOFTIC's organizational culture and operational practices.

2. Dedicated Resources

SOFTIC has appointed a **Gender Equality Officer** within the HR department, supported by a small internal **Diversity & Inclusion (D&I) working group**. Together, they oversee the implementation, monitoring, and reporting of this plan.

3. Data Collection and Monitoring

SOFTIC commits to collecting and publishing **sex- and gender-disaggregated data** annually across the following dimensions:

- Workforce composition by gender (overall, by department, by seniority level)
- Recruitment and promotion statistics by gender
- Leadership positions by gender
- Pay gap analysis by gender

The Gender Equality Officer will produce an **annual Gender Equality Report**, reviewed by the Executive Board, and will adjust actions and targets based on progress.

4. Training and Awareness-Raising

To foster a culture of awareness and responsibility, SOFTIC will organize:

- **Annual gender equality awareness workshops** for all employees
- **Unconscious bias training** for management and hiring committees
- **Specialized sessions for decision-makers** on integrating gender perspectives into leadership, innovation, and research

Our target is that **at least 80% of staff** and **100% of decision-makers** complete a gender equality or bias-awareness training within the next two years.

5. Key Areas of Action

5.1 Work-Life Balance and Organisational Culture

- Flexible working hours and hybrid work options available to all employees
- Parental leave policies that actively encourage participation by both women and men
- Awareness campaigns promoting shared responsibility for family and care duties
- Regular employee satisfaction surveys to track inclusivity and well-being

5.2 Gender Balance in Leadership and Decision-Making

- Target: **minimum 40% representation of underrepresented gender** in leadership and decision-making bodies by 2028
- Ensure gender diversity is a standing consideration in appointments to project leadership and management roles

5.3 Gender Equality in Recruitment and Career Progression

- Ensure gender-balanced shortlists for all open positions where possible

- Transparent evaluation criteria in hiring and promotion processes
- Annual monitoring of recruitment outcomes and career advancement by gender
- Mentorship programs to support women and underrepresented groups in advancing to leadership positions

5.4 Integration of the Gender Dimension into Research and Innovation

- Research projects coordinated by SOFTIC will explicitly consider gender aspects where relevant (e.g., in AI bias, healthcare applications, people analytics, etc.)
- Proposal templates will include a section on gender dimension analysis
- Training for research teams on integrating gender perspectives into methodologies and outputs

5.5 Measures Against Gender-Based Violence and Harassment

- Zero-tolerance policy against gender-based violence and sexual harassment
- Clear, confidential reporting mechanisms for complaints
- Designated ombudsperson and HR contact for handling cases sensitively and effectively
- Annual review of policy effectiveness and mandatory awareness-raising for all staff

6. Monitoring, Accountability, and Transparency

The GEP will be reviewed annually, with updates and progress reports published on the SOFTIC website. Progress indicators include:

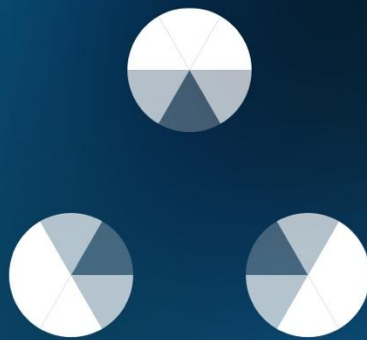
- % of women in leadership positions
- Recruitment balance (applications vs hires by gender)
- Pay gap trends
- Training participation rates
- Reported and resolved cases of harassment

The CEO and Executive Board hold final responsibility for ensuring the implementation and success of this plan.

7. Conclusion

SOFTIC recognizes that true innovation and sustainable growth can only be achieved in an environment that values equality, diversity, and inclusion. Through this Gender Equality Plan, we commit ourselves to measurable progress, continuous improvement, and a workplace where everyone has equal opportunities to succeed.

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