



Gender Equality Plan

This action plan sets out organizational priorities for addressing gender equality, and identifies activities and monitoring plans. Equality of opportunity is core to Codewheel overall quest, and gender balance is a critical component for the company to ensure fair access and equity for our staff. Following the European and the community standards, Codewheel has committed to the promotion of equal opportunities among genders in its principles and priorities.

Company Objectives

This GEP legitimates and protects every strategy aiming to achieve gender equality at Codewheel. The plan is devised according to national and European laws and aligns with national initiatives and actions focusing on gender equality, human rights, discrimination and harassment in workplace, and more. Overall, the plan defines **4 tangible objectives**:

1. Gender aware in-house culture
2. Inclusive decision-making process that will be based on diverse viewpoints
3. Excellence through female employee career development and training
4. Contribution to the national and European needs for female digital experts

Discrimination – Harassment – Equality Policies

Codewheel is committed to respecting human rights. All employees should feel safe, secure, and comfortable at their workspace, which must facilitate tolerance, respect, and inclusion¹. **Discrimination** can be based on a variety of elements including, but not limited to *gender, race, color, language, religion, political or other opinion, national or social origin, property, birth or other status such as ethnic origin, disability, age health status, parental or marital status, or sexual orientation*. **Harassment** comes in many forms, and includes among others, *intimidating, bullying, and physical, psychological, verbal, or sexual harassment*.

Zero tolerance towards any discrimination and harassment event

Pro-active actions: 1) annual anti-discrimination and harassment training and coaching for all managerial roles, 2) entry level anti-discrimination and harassment policies seminar for new employees, 3) existence of an easy-to-use and anonymized mechanism for reporting discrimination and/or harassment behaviors.

¹ [Article 21 - Non-discrimination](#)



Codewheel recognizes and values gender equality² in its workforce. Our recruitment, development, and career building activities are fueled by the ideas of *equal opportunity* and the formation of a *diverse* talent pool. We are committed to:

Provide an inclusive and welcoming environment and secure equal opportunities, work, and pay for team members of any gender.

Pro-active actions: 1) inclusive and welcoming workplace, 2) gender-agnostic payroll, 3) availability of internal (or external) female mentor for guidance and development.

All employees are expected to comply with the aforementioned policies and the applicable national and international legislation, regulation, and other requirements. In case of any doubt, the employees should seek clarifications from the management.

² [Article 23 - Equality between women and men](#)