



GENDER EQUALITY PLAN

September 2022

Introduction

This action plan sets out organisational priorities for addressing gender equality and identifies activities and monitoring plans. This GEP legitimates and protects every strategy aiming to achieve gender equality at E3-Modelling. GEP is devised according to national and European laws and aligns with national initiatives and actions focusing at: equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, etc. The plan is overseen by the Gender Equality Manager. It is evaluated and reviewed annually with progress reports to the CEO and the Management Team.

Regulatory Framework

This GEP is devised according to national and European laws and aligns with national initiatives and actions focusing on: equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility of organisations etc. The list of respective articles, policies and directives can be found at the end of this plan.

Implementation of the GEP

The Gender Action Plan is embedded within the work of the Company and is monitored by the Gender Equality Manager with the support of the Human Resources department, Legal department and the Accounting office. The approval of the plan has been made by the Board of the Company.

General Info

Name of the company: E3-Modelling S.A. (Société Anonyme)

Panormou 70-72, 115 23, Athens, Greece

Plan Execution Period: September 2022 – August 2024

Employees: 41% Men 59% Women

Executive Directors: 50% Men 50% Women

Board of Directors: 67% Men 33% Women

Conduct by analysis sheet

Period

September 1st 2022 – August 31st 2024

Results / Areas for interventions based on the analysis by

- **Equal treatment:** need for awareness & information on gender equality, discrimination and harassment at work.
- **Reconciliation of professional and private life:** importance of furthering all aspects of equal opportunities, making it easier to reconcile working and family and private life (parents or not)
- **Decision making:** Increasing the participation of women in positions of responsibility & creating a broader/wider environment to promote gender equality &
- **Practicing Excellence:** through female staff (researchers, managers, administration) career development and training

| Strategic Plan on | Target | Actions | Addressed to | Success Indicator | Timeline | Person in charge |
|--------------------|---|--|--------------|--|-----------|-------------------------|
| A. Equal Treatment | A.2 To ensure an equal recruitment process | A.2.1 Establishment of female representation percentages in shortlist of candidates Analysis of applications vs admissions data to access gender balance ratio | Candidates | At least 30% women on resume shortlist | ❖ By 2023 | Human Resources Manager |

| Strategy | Target | Actions | Addressed to | Success Indicator | Timeline | Person in charge |
|--------------------|---|--|---------------------------------|--|-------------------------|----------------------|
| A. Equal Treatment | A.3 Equal employment training opportunities | A.3.1 Training process review | All employees | Training manual & data monitoring on an annual basis | ❖ In progress ❖ 2023 | Human Resources Dept |
| | Attract female applicants to senior posts | A.3.2 Monitoring substitution practices & career progression of female staff | | Online training platform | | |
| | A.4 Raising awareness on issues of violence and harassment | A.4.1 Training to deal with incidents of violence and harassment in the workplace | Head Employees, Human Resources | Number of presentations and participants (> 80%) | ❖ In progress ❖ 2023 | Human Resources Dept |
| | Taking measures against gender-based violence including sexual harassment | A.4.2 Awareness on violence and harassment | Employees | Number of presentations and participants (> 60%) | | |
| | | A.4.3 Provide information material on harassment in the workplace and the options for dealing with it to new executives | New recruitments | Informative Guide | | |

| Strategy | Target | Actions | Addressed to | Success Indicator | Timeline | Person in charge |
|---|---|--|-----------------------------------|--|-----------------------------------|---|
| A. Equal Treatment | A5. Gender Awareness, Work-Life Reconciliation, Direct / Indirect Gender Discrimination and Multiple Discrimination | Training for inclusive leadership | Managing Team | Number of seminars and participants (Management Team 100%) | ❖ 2023 ❖ 2024 | Human Resources Dept |
| B. Gender balance in leadership and decision-making | B.1 Increase women's participation in positions of responsibility | B.1.1 Development of leadership skills in women employees Facilitating access to funding, computer time | All Employees. Working women | Number of Programs and participants | ❖ In progress ❖ 2023 ❖ 2024 | Gender Equality Manager |
| C. Promote integration of work with family & personal life | C.1 Support for parental care in addition to the law | C.1.1 <ul style="list-style-type: none"> • Paid paternity leave (15 days) • Encouragement to men to take parental leaves | Working parents (male and female) | Total number of consulting interventions in cases of non usage of the benefits | ❖ 2023 ❖ 2024 | Gender Equality Manager Payroll Dept |
| | | C.1.2 Parental Leave Planning for Working Parents (Men and Women) with Children Up to 6 Years Old | | | | |
| | | C.1.4 ICT based systems for improving staff member connectivity when on leave | | | | |

| Strategy | Target | Actions | Addressed to | Success Indicator | Timeline | Person in charge |
|---|--|--|--|---|---|-----------------------------------|
| C. Work-life balance & organisational culture | C.2 Flexible working models | C.2.1 Possibility of teleworking & flexible hours for all employees for reasons of reconciliation of professional and family / private life | All employees | Number of employment contracts modified in terms of flexible working hours or teleworking (> 40%) | ❖ In progress ❖ 2023 ❖ 2024 | Payroll Manager |
| | | C.2.2 Avoid holding business meetings after 17.00 on Fridays | | Number of incident reports not acting according to guidance (<10) | | Human Resources Manager |
| D. Corporate culture / wider business policy on equality | D.2 Extroversion in promoting equality | D.2.1 Publication of current plan and future versions on website | Employees, partners | -Number of events & posts | | ❖ In progress ❖ 2023 ❖ 2024 |
| | | D.2.2 Corporate events on diversity and gender for raising awareness | | -Number of new collaborations/partnerships | | |
| | D.3 Creating an inclusive gender work environment | D.3.1 Placement of feminine hygiene products in all women's toilets | Female Employees | - Number of interventions in the workplace, percentage of use and employee satisfaction | Human Resources Dept | |
| D.4 Use of gender-neutral language in company formulations | D.4.1 Development and implementation of a gender-sensitive communication policy model | All Employees, Public | -Study of user manuals for non-sexist speech & communication of the model to all the staff | Communication Manager | | |
| | | | | | D.4.2 Analysis of ad texts to ensure gender neutrality | -Gender neutral ads |

| Strategy | Target | Actions | Addressed to | Success Indicator | Timeline | Person in charge |
|----------------------------------|---|--|---------------|--------------------------------|-----------------------------------|--|
| E. Gender in Events & Activities | E.2 Participation of balanced number of men/women in event/business days | E.2.1 Monitoring participation of Male /Female in the Company's events etc | All employees | Number of participants (> 40%) | ❖ In progress ❖ 2023 ❖ 2024 | Gender Equality Manager Communication Manager |
| | Visibility of women in the activities of the Company | E.2.2 Make visible women and their contribution to the results and success of the company in the website and Company's social pages | | Number of publications(<10) | ❖ 2023 ❖ 2024 | Human Resources Manager |

Regulatory Framework

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Specific articles, policies and directives :

- Article 157 TFEU
- Chapter of Fundamental Rights of the EU

Article 21(1) states: “Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language e, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited”.

Article 23 states: “Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex”.

- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU
- Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (Text with EEA relevance)
- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC)
- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
- Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women Greek Law

Greek Law
Constitution

Article 4(2) provides: ‘Greek men and women have equal rights and obligations’

Article 22(1)(b) states: ‘All workers, irrespective of sex or other distinctions, have a right to equal pay for work of equal value’

Article 116(2) states that: ‘Positive measures aiming at promoting equality between men and women do not constitute discrimination on grounds of sex. The State shall take measures to eliminate inequalities existing in practice, in particular those detrimental to women’

Greek Law

- Act 4808/2021, 'On the protection of the work – Establishment of the Independent Authority "Labour Inspectorate"- Ratification of International Labor Organization Convention 190 on the Elimination of Violence and Harassment in the world of work – Ratification of International Labor Organization Convention 187 on the Framework for the Promotion of Safety and Health at Work- Implementation of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the balance between work and private life, other provisions of the Ministry of Labor and Social Affairs and other urgent arrangements', OJ A 101/19.6.2021,
- Act 4604/2019, 'On the promotion of substantive gender equality etc.', OJ A 50/26.3.2019,
- Act 4443/2016, '1) Transposition of Directive 2000/43/EC on the implementation of the principle of equal treatment between persons irrespective of racial or ethnic origin, of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation and of Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers (...)', OJ A 232/9.12.2016 [replacing Act 3304/2005 which had initially transposed Directives 2000/43/EC and 2000/78/EC], OJ A 16/27.1.2005].
- Act 4097/2012, 'Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self -Employed Capacity – Harmonisation of the legislation with Directive 2010/41/EU of the European Parliament and the Council', OJ A 235/3.12.2012 (Directive 86/613/EEC had not been transposed).
- Act 4075/2012, Articles 48-54, 'Incorporation into Greek Law of Directive 2010/18/EU of the Council of the EU Implementing the Revised Framework Agreement on Parental Leave Concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and Repealing Directive 96/34/EC', OJ A 89/11.4.2012.
- Presidential Decree 80/2012, 'Granting of Parental Leave and Leave of Absence to Workers under a Contract of Maritime Work on Vessels Bearing the Greek Flag, in accordance with Directive 2010/18/EU', OJ 138/14.6.2012.
- Act 1756/1988, Code on the Status of Judges, OJ A 35/2.2.1988.
- Act 3896/2010, 'Implementation of the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation. Harmonisation of Existing Legislation with Directive 2006/54/EC of the European Parliament and the Council', OJ A 207/8.12.2010.
- Act 3769/2009, 'Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Goods and Services and Their Supply', transposing Directive 2004/113/EC, OJ A 105/1.7.2009, as amended by Article 162 of Act 4099/2012 implementing the CJEU Test-Achats judgment, OJ A 250/20.11.2012.
- Act 3488/2006, 'Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Employment, Professional Training and Evolution and Terms and Conditions of Work', transposing Directive 2002/73/EC, OJ A 191/11.2006.
- Presidential Decree 105/2003, 'Adaptation of Domestic Law to Directive 97/80/EC on the Burden of Proof in Cases of Sex Discrimination,' OJ A 96/23.4.2003; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.
- Presidential Decree 87/2002, 'Implementation of the Principle of Equal Treatment of Men and Women in Occupational Social Security Schemes in Compliance with Directives 96/97/EC and 86/378/EEC'; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.
- Presidential Decree 176/1997, 'Measures for the Improvement of the Safety and Health at Work of Pregnant Workers and Workers Who Have Recently Given Birth or are Breastfeeding in Compliance with Directive 92/85/EEC', OJ A 150/15.7.1997, as amended by Decree 41/2003, OJ A 44/21.2.2003.
- Act 1483/1984, 'Protection and Facilitation of Workers with Family Responsibilities', as amended by Article 25 of Act 2639/1998, OJ A 205/2.9.1998 implementing Directive 96/34/EC and by Article 46 of Act 4488/2017,7 and Article 54(1) of Act 4075/2012 transposing Directive 2010/18/EU.
- Act 1414/1984, 'Implementation of the Principle of Equal+ Treatment of the Sexes in Employment Relationships', transposing Directives 75/117/EEC and 76/207/EEC, OJ A 10/2.1984.
- Presidential Decree 1362/1981, 'Replacement of Paragraph 1 of Article 33 of Act 1846/1951 "on Social Security" in compliance with Directive 79/7/EEC', OJ A 339/30.12.1981.
- National General Collective Agreements (NGCAs).

Relevant national legislation

- Act 4531/2018 (OJ A 62/5.4.2018) ratifying the Istanbul Convention on preventing and combating violence against women and domestic violence of the Council of Europe (IC), signed by Greece on May 2011.
- Act 4491/2017, 'Legal recognition of gender identity... etc.', OJ A 152/13.10.2017.
- Act 927/1979, OJ A 139/28.6.1979, implementing the CERD, as amended by Act 4285/2014, OJ A 191/10.9.2014 and Act 4491/2017, OJ A 152/13.10.2017.