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Gender Equality Plan for NGCybersecurity OÜ

1. Introduction

NGCybersecurity OÜ, based in Estonia, is committed to fostering an inclusive, diverse, and respectful workplace where gender equality is prioritized. Our Gender Equality Plan (GEP) aligns with the European Commission's Horizon Europe requirements, ensuring compliance while promoting innovation, excellence, and gender parity in all our operations.

2. Core Values

- **Equality**: We strive to provide equal opportunities for all, regardless of gender or other personal characteristics.
- **Respect**: We value the diverse contributions of all employees and encourage a culture of mutual respect.
- **Fairness**: We ensure equal access to opportunities and resources for all members of our team.
- **Inclusivity**: We are committed to creating a supportive environment that welcomes and nurtures diversity.
- **Well-being**: We prioritize the health, satisfaction, and work-life balance of our employees.

3. Objectives

1. **Increase Representation**: Achieve a minimum of 40% female representation in leadership positions within three years.
2. **Foster an Inclusive Culture**: Actively promote gender equality and challenge stereotypes across the organization.
3. **Support Work-Life Balance**: Implement flexible work arrangements and family-friendly policies to support all employees.
4. **Enhance Career Development**: Provide tailored professional development opportunities, especially for women in the organization.
5. **Promote Gender-Sensitive Research**: Ensure that gender dimensions are adequately addressed in all research and innovation activities.

4. Actions

- **Data Collection and Monitoring**:
    - **Metrics**: Track gender representation, gender pay gap, and employee satisfaction through regular surveys.
    - **Methodology**: Conduct biannual data collection using HR records and confidential surveys.
    - **Confidentiality**: Maintain strict privacy protocols to protect individual anonymity.
- **Recruitment and Selection**:

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    - **Targeted Outreach**: Partner with organizations that promote women in cybersecurity and STEM fields.
    - **Bias Training**: Provide mandatory unconscious bias training for all recruiters.
    - **Diverse Panels**: Ensure diverse representation on interview panels.
- **Training and Awareness**:
    - **Training Content**: Offer regular sessions on unconscious bias, inclusivity, and systemic biases.
    - **Awareness Campaigns**: Launch internal campaigns to highlight the importance of gender equality.
- **Flexible Work Arrangements**:
    - **Eligibility**: Available to all employees, regardless of position.
    - **Types**: Include part-time work, flexible hours, telecommuting, and job-sharing options.
    - **Evaluation**: Conduct annual surveys to assess satisfaction with work arrangements.
- **Mentoring and Sponsorship Programs**:
    - **Structure**: Pair female employees with senior leaders for mentoring and career sponsorship.
    - **Training**: Provide training to mentors to enhance the effectiveness of the program.
- **Gender-Sensitive Research and Innovation**:
    - **Impact Assessments**: Implement gender impact assessments for all research projects.
    - **Gender-Disaggregated Data**: Collect and analyze data specific to gender to inform decision-making.
- **Due Diligence**:
    - **Background Checks**: Conduct thorough background checks on all collaborators and partners.
    - **Sanctions Screening**: Ensure compliance with international regulations regarding gender equality.
- **Professional Support**:
    - **Psychological Support**: Offer confidential counseling services for all employees.
    - **Diversity Experts**: Engage experts to provide training and conduct assessments on diversity and inclusion practices.

5. Non-Discrimination Policy

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NGCybersecurity OÜ enforces a strict non-discrimination policy, with clear procedures in place for reporting and addressing any instances of discrimination or harassment.

6. Monitoring and Evaluation

- **Annual Review**: Evaluate progress against key performance indicators (KPIs) such as female representation in leadership roles and the gender pay gap.
- **Data Tracking**: Use a centralized dashboard to monitor trends and progress.
- **Feedback Mechanisms**: Implement regular surveys and focus groups to gather feedback and drive continuous improvement.

7. Responsibilities

All employees are responsible for supporting and implementing the Gender Equality Plan, under the guidance of a designated GEP coordinator who oversees its execution and adherence.

8. Communication

This GEP will be communicated to all employees and stakeholders through various channels, including the company website, intranet, newsletters, and regular town hall meetings. NGCybersecurity OÜ is committed to transparency and will ensure that the principles and actions outlined in this plan are understood and embraced by all.

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