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## INTRODUCTION

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This Gender Equality Plan (GEP) spells out Rinisoft's plan to achieve this goal, its scope and the strategic objectives we want to achieve over the next three years. It is intended to be a living document that will be updated regularly to accommodate new actions and developments.

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### STATEMENT

The promotion of gender equality and equal opportunities has been an important topic for Rinisoft since the beginning, guaranteeing a gender balance both at the organisational level and within the activities promoted. Indeed, gender considerations are crucial both to Rinisoft's vision and to the achievement of its mission.

We consider equality to be 'part of the day job' and an essential part of building a fair and sustainable future for the social economy.

Rinisoft is recognizing and valuing the diversity of its staff based on language, cultural background, gender, age, religion, geographical region, sexual orientation, functional disability and socio-economic situation.

Rinisoft is dedicated to making an additional effort to achieve a gender-equal company culture, by taking the measures necessary to develop working conditions and a culture in which female, as well as male workers, feel they are welcome, have job satisfaction and experience the organisation as a caring and fair employer.

### OBJECTIVE

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices.

In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programmes that pay due attention to gender differences in labour market participation, and actively promote equality between gender diverse individuals.

### SCOPE

This Plan applies to all work throughout the Organization. An Equality Officer has been appointed to oversee the implementation of the gender equality plan.

The equality officer will monitor and report on the progress of implementation to the executive team.

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The equality plan identifies four areas for focused attention that will enable strategic and sustainable change at Rinisoft. The plan will help us, to navigate and accelerate the gender equality journey that Rinisoft must take in order to improve its performance.

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## KEY FOCUS AREAS

### 01 — Organisational culture and easier combination of work-life balance

Promotion and support of an organisational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities

- ✓ The equality officer will oversee, monitor and promote the implementation of the gender equality strategy and action plan
- ✓ Integrate gender inclusion into planning and strategy across the organisation
- ✓ Ensure all staff are aware of the gender equality and related equality policies

### 02 — More balanced gender representation in management, recruitment, career progression and events

Equal access to and balanced participation of gender diverse individuals in decision- making structures (formal and informal) and ensuring equal chances to develop and advance their careers

- ✓ Representation of gender diverse individuals in senior positions and in leadership domains
- ✓ Review the workforce planning process to ensure gender equality objectives are included
- ✓ Promote gender inclusive and bias-free recruitment, career progression, and evaluation policy

- ✓ Balanced gender representation at events arranged at and by Rinisoft

### 03 — Integrating gender in research and education content

Integrating a gender dimension in ongoing research and education content, and applying it while conceiving new projects and training

- ✓ Promote the inclusion of the sex and gender dimension in research content
- ✓ Promote diversity in research management
- ✓ Promoting the integration of a sex and gender perspective in training, education/ teaching curricula

### 04 — Combating sexual and gender-based harassment

Preserving and promoting the physical and emotional health, safety and well-being of Employees

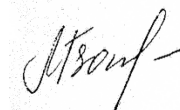
- ✓ Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment
- ✓ Working collectively to combat bias and stereotypes

#### SIGNATURES



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Georgi Kolev, CEO



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Maria Tsoneva, Equality Officer