

PREDICTBY declares its commitment to establish and develop policies that integrate equal treatment and opportunities between women and men, without discriminating based on gender, directly or indirectly, as well as in the imposition and promotion of measures to achieve real equality within our organization. An important step to achieve gender equality within an organisation is the development and implementation of Gender Equality Plans, which aim to define the standards to achieve equal treatment between women and men on the workplace environment.

PREDICTBY, as a private institution, has developed a Gender Equality Plan based on an exhaustive examination of the core of the company, detection of the barriers and discriminations that may exist at the firm in terms of equality. Our aim during this process is to put in place new measures to correct the issues detected, to implement them progressively and to assess the results in order to integrate equal opportunities between women and men in our organization as a basic and across the board principle.

### **Dimensions addressed by this Gender Equality Plan**

#### **1. Gender equality in recruitment and career progression**

The aim of PREDICTBY is to remove barriers to the recruitment, retention, and career progression of women to ensure women and men get equal chances to develop and advance their careers. For reaching this objective the following actions are planned:

- Recruitment process as well as career progression based on objective and non-discriminatory criteria based on gender.
- Not inclusion of clauses in contracts that implies inequality for temporary and/or part time employees.

#### **2. To address gender imbalances in decision-making processes**

The aim of PREDICTBY is to promote and ensure that women can take on and stay in leadership and decision-making positions:

- Promotion of equality between colleagues by offering the same training possibilities to all employees.
- Scheduling of training sessions to the employees based on their needs to improve their performances at the company, considering targeted gender training when necessary.
- Setting up clear, non-discriminatory, transparent, and open gender criteria on promotion and compensation processes guaranteed also by its objectivity.

### **3. Work-life balance and organisational culture:**

PREDICTBY aims to ensure an open and inclusive working environment:

- Freedom to choose holidays during the entire natural year.
- Flexibility on workhours and lunch time breaks.
- Scheduling of meetings and training sessions only during workhours.
- Assessment of employer's workload to ensure feasibility and that it permits work-life balance.

### **4. Measures against gender-based inappropriate behaviour, including sexual harassment:**

PREDICTBY aims to establish a culture of zero tolerance toward gender-based inappropriate behaviour, including sexual harassment and violence:

- Development of clear institutional policies on sexual harassment and other forms of gender-based violence.
- Elaboration of a declaration showing the commitment of the company towards a culture of zero tolerance toward sexual harassment and violence.
- Ensuring the effective communication of this policy to the staff, emphasizing the responsibility of each member to guarantee a work environment free from harassment.
- Assessment of physical and mental labour risks from a gender perspective, paying special attention to those specific risks that affect female employees, such as psychosocial and occupational risks during pregnancy and breastfeeding period.

The above mentioned will be put into practice through the promotion of equality measures that entails ongoing improvements, independent from the starting point of the company, implementing the corresponding monitoring systems in order to advance/maintain the achievement of real equality between women and men.