

ArgYou AG Gender Equality Plan

Introduction

ArgYou is committed to fostering a diverse and inclusive workplace where all employees have equal opportunities for career development and advancement. This Gender Equality Plan outlines our specific goals and actions to achieve a more gender-balanced workforce and address potential gender inequalities within the company.

EU Regulatory Framework

This plan is aligned with the following key EU regulations promoting gender equality;

EU Directive 2006/56/EC prohibits discrimination based on sex in employment and vocational training.

EU Directive 2014/91/EU strengthens measures to facilitate work-life balance for parents and carers.

European Commission Strategy for Gender Equality 2020-2025 that sets out key actions to achieve a gender-equal Europe.

Rationale

We conducted a baseline assessment to understand the current gender distribution across the company. This assessment included:

- Percentage of female employees → 33.3% (31.07.2023)
- Percentage of female shareholders → 20% (31.07.2023)
- Gender pay gap analysis → 0%
- Identification of potential barriers faced by female employees in recruitment, promotion, and career development → no barriers identified

Objectives

Based on the initial assessment, we set specific, measurable, achievable, relevant, and time-bound (SMART) objectives for improving gender equality. These objectives have included:

- Increase the representation of women in leadership positions.
- Increase the number of female applicants for positions with equal skills.

Action Plan

To achieve our objectives, we are implementing a comprehensive action plan that addresses various aspects of the employee life cycle:

Recruitment

- Review and revise job descriptions to ensure they are gender-neutral and attract a diverse pool of applicants.
- Implement unconscious bias training for recruitment personnel.
- Recruit female stagiaires from Universities (ArgYou collaborates with UniNE and EPFL in computer science internship program)

Training and Development

- Offer career development programmes specifically targeting female employees at all levels.
- Provide mentoring and sponsorship opportunities for female employees to connect with senior leaders.

- Support training opportunities relevant to career advancement, such as leadership skills training.

Work-Life Balance

- Offer flexible work arrangements such as part-time work, remote work options, and parental leave policies that benefit both mothers and fathers.
- Promote a culture that supports work-life balance for all employees.

Company Culture

- Implement anti-harassment and anti-discrimination policies.
- Recognize and celebrate achievements of female employees within the company.
- Encourage open communication and address any gender-related concerns raised by employees and internships.

Monitoring and Evaluation

We regularly monitor and evaluate the progress of our Gender Equality Plan. This involves:

- Collecting data on progress towards achieving our objectives.
- Conducting employee surveys to assess the company culture and identify areas for improvement.
- Reviewing the action plan and making adjustments as needed.

Communication and Training

We have communicated the Gender Equality Plan to all employees through various channels, including the company website, internal newsletters, and training sessions.

Conclusion

ArgYou is committed to creating a work and learning environment where all employees feel valued, respected, and have equal opportunities for success. This Gender Equality Plan provides a roadmap for achieving a more gender-balanced and inclusive workplace, aligning with our values and EU regulations. We believe that fostering diversity and gender equality as well as female internships and female shareholders strengthen our company culture, attracts top talent, and ultimately leads to a more innovative, balanced and successful organization.