

Gender Equality Plan



ATLANTIS
ENGINEERING



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Introduction

Gender equality is a keystone towards a progressive society, recognizing the potential of every individual, regardless of gender. ATLANTIS Engineering is committed to promoting gender equality and acknowledges as a fundamental block the inclusion of the gender dimension in all aspects of its operations. This Gender Equality Plan (GEP) outlines our strategy, objectives, methodology and commitment to achieving gender equality within our organization and aims to identify activities and performance indicators to support gender balancing. In our journey towards a more equitable world, ATLANTIS Engineering stands as a beacon of commitment to the principles of gender equality and defines equality of opportunity as core component of its mission arsenal to ensure fairness and transparency. With unwavering dedication, we are embarking on a transformative endeavor – the development and implementation of our Gender Equality Plan, a blueprint of actions.

Purpose and Significance

The GEP aims to:

- Promote equal opportunities and representation for all genders.
- Eliminate gender-based discrimination and bias.
- Create a more diverse, inclusive, and equitable workplace.

Regulatory Framework

ATLANTIS Engineering complies with the Greek Legislation on Gender equality (Νόμος 4604/2019 -ΦΕΚ 50/Α/26-3-2019)¹ and follows the EU Directives about the rights and equality between women and men: Directive 2000/78/EC², 2006/54/EC³, 2010/41/EU⁴, 92/85/EEC⁵, 76/207/EEC⁶, 2000/43/EC⁷ and the Charter of Fundamental Rights of EU (articles 21 & 23)⁸.

ATLANTIS Engineering GEP follows the guides by the “European Institute for Gender Equality (EIGE)”⁹.

¹<https://ypergasias.gov.gr/wp-content/uploads/2021/02/%CE%95%CE%B3%CE%BA%CF%8D%CE%BA%CE%BB%CE%B9%CE%BF%CF%82-%CE%B3%CE%B9%CE%B1-%CF%84%CE%BF%CE%BD-%CE%9D.-4604-2019.pdf>

² <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32000L0078>

³ <https://www.legislation.gov.uk/eudr/2006/54>

⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32010L0041>

⁵ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:01992L0085-20190726>

⁶ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A31976L0207>

⁷ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32000L0043>

⁸ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:12012P/TXT>

⁹ <https://eige.europa.eu/>

Roles and Responsibilities

Organizational Leadership

ATLANTIS Engineering follows the equal opportunity principle. Our leadership team is committed to championing gender equality within ATLANTIS Engineering. They will lead by example and ensure that gender equality remains a top priority (almost half the personnel are women).

Gender Equality Committee/Team

The Board team assumes the role of a dedicated Gender Equality Committee (GEC) responsible for overseeing and implementing the GEP. The committee members and the various Team Leaders (TL) in constant communication with the HR department (HR) work collaboratively to drive change and ensure an efficient and effective implementation of the Gender Equality Plan. The Founders (F) of ATLANTIS Engineering have approved and promote the Gender Equality Plan.

Objectives

Overall Objectives

Our overarching goals for achieving gender equality are:

1. **Gender Balance:** Achieve a balanced representation of genders in leadership positions.
2. **Inclusive Culture:** Foster an inclusive and gender-sensitive organizational culture that respects diversity.
3. **Equal Opportunities:** Ensure equal opportunities for all genders in recruitment, selection, and career progression.

Specific Objectives

1. Embedding a gender-aware culture in each aspect of ATLANTIS' operations.
2. Promoting gender-balanced career advancement and equality in opportunities.
3. Ensuring and emphasizing gender balance and women inclusion in the decision-making processes.
4. Incorporating the gender dimension in research, innovation, and management. Diversity teams.
5. Establish strategies for promoting a family-friendly working culture and a work/life balance.
6. Strengthening the participation and representation of women at all levels and in all disciplines/interests of the company (industry, research, innovation, administration, dissemination).
7. Promoting measures to support gender balance in recruitment ensuring elimination of gender bias.
8. Promoting measures against sexual and moral harassment (e.g. open and respectful dialogues, gender sensitivity training, documentation).

Methodology

To build an effective and representative GEP, ATLANTIS Engineering followed the approach proposed in [EIGE](#).

Step 1: Comprehension: Analyze and assess the state-of-play

Step 2: Intervention: Set up a GEP

Step 3: Action: Implement the GEP

Step 4: Assessment: Monitor the GEP and evaluate the progress

The following Key Areas were recognized (complying with all the requirements of the EIGE approach), Specific Objectives were included, Actions and Overview has been defined and Timeline and Goals are being monitored.

Key Area 1: Organizational Structure and Decision Making

Objectives						
1. Proportional gender representation in key leading positions 2. Strategic orientation towards gender equality 3. Monitoring of decision-acceptance of employees						
Actions	Overview	Timeline				Status/KPIs/Goals
		2022	2023	2024	2025	
Formation of Gender Equality Committee (GEC)	HR, F					Completed. (Board assumed this role)
GEP Monitoring and steps towards gender balancing	HR, TL, F, GEC					On-going, continuously reviewing
Achieve gender balance in leadership roles	GEC, F, HR					Gender balance in Team Leader position (and in employees), yearly monitoring
Set goals in the company's strategic planning	F, TL					Planned
Employee survey results measuring satisfaction in decision-making	GEC, F, TL					Planned
Gender equality training	GEC, TL					Planned

Key Area 2: Recruitment, Selection, and Career Progression

Objectives						
1. Promote gender inclusive and bias free recruitment, career progression, and evaluation policy 2. Gender balance in job application 3. Equality in payment rate						
Actions	Overview	Timeline				Status/KPIs/Goals
		2022	2023	2024	2025	
Integrate current GEP plan in company's internal policy	HR, GEC, F					Completed
Success rate of candidates selected through blind recruitment processes	HR, TL					Planned to measure, F/M ratio (≈ 1)
Establishment of a performance evaluation	HR, F, TL					Planned

system to reduce bias in recruitment and promotion						
Gender pay gap monitoring	HR, F, TL, F					Planned, annual review
Monitoring participation in mentorship and sponsorship programs by gender	HR, TL					Planned, annual review
Training sessions to recruiters ensuring absence of gender bias	GEC, HR, TL					Planned

Key Area 3: Gender Strategy in Research and Innovation

Objectives						
1. Balanced gender representation in research and development activities. 2. Balanced gender representation in entrepreneurship. 3. Promote connection between women and industry						
Actions	Overview	Timeline				Status/KPIs/Goals
		2022	2023	2024	2025	
Promoting gender balanced project teams	TL, GEC					Achieved, M/F ratio in project teams (≈ 1)
Women participation in industry projects	HR, GEC, TL					In progress
Gender diversity within research teams	TL, F					Planned, maintain a balanced representation, F/M ratio (≈ 1), Annual review
Women in leading R&I activities	TL, GEC					Planned, monitoring F/M ratio (≈ 1), Annual review
Participation in research publications	TL					Planned, monitoring F/M ratio (≈ 1), Annual review

Key Area 4: Gender Equality in Public Activities

Objectives						
1. Balanced gender participation (of staff) in events organized 2. Equal exposure of the research results/activities, expertise, and achievements of staff						
Actions	Overview	Timeline				Status/KPIs/Goals
		2022	2023	2024	2025	
Equal opportunities to lead the dissemination/communication activities	HR, F					In progress
Enhance the equal promotion of research contribution/ results/success stories	TL					In progress (e.g. equal participation in publications)
Monitoring gender-balanced participation in public events	HR, GEC					Planned, F/M ratio (≈ 1), Annual review
Promoting women participation in events/conferences/workshops	TL, GEC					Planned, Annual review

Key Area 5: Gender in Organizational Culture

Objectives						
1. Develop an inclusive space to eliminate gender bias 2. Event organization regarding gender equality 3. Fostering a just and transparent environment promoting gender equality						
Actions	Overview	Timeline				Status/KPIs/Goals
		2022	2023	2024	2025	
Documentation outlining sexual harassment and incidents and embed in company's policy	HR, F					Completed
Uploading GEP in company's website	HR, F					Completed
Conducting cultural assessment surveys about employ perceptions of workplace	HR, GEC, TL					Planned, annual review
Establishing processes ensuring sex & gender analysis is considered in company's activities	HR, F, TL, GEC					Planned
Training workshops and events about sexual and gender-based equality (raising awareness)	HR, TL, GEC					Planned

Key Area 6: Flexible and Agile working

Objectives						
1. Raised awareness of rights, opportunities and practices for flexible and agile working 2. Enhancement of flexible and agile working practices and infrastructure 3. Facilitation of achieving work-life balance						
Actions	Overview	Timeline				Status/KPIs/Goals
		2022	2023	2024	2025	
Flexible work time arrangements and enable remote working	F, TL					In progress
Digital tools for remote working to improve staff member connectivity and provide training and support of staff	F, TL,					In progress
Monitor the uptake of the above and feedback	GEC, HR, TL					In progress

Monitoring and Evaluation

Data Collection

- Collect data on gender representation at all organizational levels to assess the completion of the above-mentioned objectives.
- Monitor employee satisfaction and engagement through surveys.
- Track the participation of underrepresented genders in research projects, public activities, and cultural initiatives.

Evaluation

- Evaluate progress against objectives.
- Analyze survey results and take corrective actions as necessary.
- Conduct periodic audits to ensure adherence to gender-neutral practices in recruitment, selection, and decision-making.

ATLANTIS Engineering is committed to achieving gender equality. Our Gender Equality Plan outlines a clear roadmap, with specific objectives and a robust methodology. We believe that this plan will not only enhance our organization but also contribute to a more equitable society. We are dedicated to creating a workplace where all genders can thrive, and we look forward to working together to achieve this vision.