

Diptera.ai Gender Equality Plan

Plan of action: mandatory requirements

This Gender Equality Plan is public and was published on our website under the tab "about". In addition, the Gender Equality Plan has also been published and communicated within our organization.

Action 2.1.1. Keep the Gender Equality Plan up to date with new information or initiatives concerning the gender policy within DIPTERA.AI.

Action 2.1.2. Make these changes known to the outside world by publishing the most recent version on our website.

Action 2.1.3. Communicate these changes also internally, in order to inform the staff about the ongoing actions and initiatives on gender equality. This also contributes to creating awareness within our organization about this topic.

2.1 Dedicated resources Within DIPTERA.AI, a person has been appointed to be Gender Equality Supervisor [GES]. This person is responsible for the follow-up of the GEP, the communication and the implementation of the actions within DIPTERA.AI. The GES designated by DIPTERA.AI is Victor Levitin (vic@diptera.ai)

Action 2.2.1. Follow up the progress of the GEP and the actions within DIPTERA.AI.

2.2 Data collection and monitoring

DIPTERA.AI has gender-disaggregated personnel data at its disposal. In addition to the breakdown of statistics by gender and to get an idea of the respective situation of women and men in a given area, 'gender statistics' will be determined. These are data broken down by gender that are analyzed to examine prejudices or differences between men and women in a given area. Within the framework of its personnel policy, DIPTERA.AI, is first and foremost bound by the laws of Israel against gender discrimination. Nevertheless, special attention will be paid when assigning positions to be filled, in accordance with gender equality through by executing the actions listed below.

Action 2.3.1. Determine the gender parameters to be followed, disaggregate personnel data and collect and analyze them by gender.

Action 2.3.2 In this analysis, identify imbalances, examine their origins and formulate proposals to correct them.

Action 2.3.3. Annually disseminate internally and externally the conclusions of the DIPTERA.AI gender equality analyses.

2.3 Training and capacity building

The implementation of measures to raise awareness on gender issues among DIPTERA.AI staff and visitors is essential for understanding and correcting discrimination, stereotypes and other prejudices that may plague the working environment.

Action 2.4.1. Organize regular events, general or focused on specific staff categories or themes, to reinforce an open vision, free of clichés and stereotypes.

Action 2.4.2. Encourage our staff to participate in initiatives that focus on gender diversity and encourage them to share their knowledge with the rest of our staff afterwards.

Action 2.4.3. Offer training to staff (including decision-makers) on the prevention of discrimination, gender equality and equal opportunities, and diversity.

Plan of action: content areas

3.1 Work-life balance and organizational culture The work-life balance is one of the most important pillars at DIPTERA.AI. There are flexible working hours, 100% sick leave paid from the first day, and a full-time employee receives at least 16 days of paid leave.

Action 3.1.1. Ensure the work-life balance of our employees through various prevention and well-being actions.

3.2 Gender balance in leadership and decision-making DIPTERA.AI should reflect on perceived imbalances in managerial positions. Similarly, when appointing managers and other positions, respecting a gender balance remains an issue of concern and special attention is paid to it.

Action 3.2.1. Identify gender imbalances in decision-making positions, determine their origin and propose ways to correct them.

3.3 Gender equality in recruitment employees, career progression and use of contractual

The recruitment of administrative and technical staff at DIPTERA.AI complies with national legislation.

3.4 (Preventive) measures with regard to psychosocial risks

The thematic area "Measures against gender-based violence, including sexual harassment" has been extended to "(Preventive) measures with regard to psychosocial risks", because we work in a preventive way as well as with follow-up actions and because we want to outline below the broader framework of our prevention, with focus on the aspect of gender.

Action 3.4.1. DIPTERA.AI takes the necessary (preventive) measures to protect its employees against violence, harassment, and unwanted sexual behavior at work.

Action 3.4.2. Set up communication and awareness-raising campaigns on these aspects.

Action 3.4.3. Conducting surveys on mental well-being on a regular basis to keep a finger on the pulse of our employees and to take the necessary actions on that basis.