

# Gender Equality Plan, Threedy GmbH

## I. Introduction

At Threedy GmbH, we are proud of our multicultural team, committed to fostering gender equality and inclusiveness. This Gender Equality Plan (GEP) outlines our strategy to increase diversity, eliminate gender-based disparities, and create a thriving, inclusive workplace.

Our commitment aligns with international standards, including the European Union's Horizon Europe requirements, ISO 30415:2021 (Diversity and Inclusion), and the United Nations Sustainable Development Goal 5: Gender Equality. This plan serves as a public declaration of our dedication to transparency, accountability, and measurable progress.

## II. Current Situation Analysis

To identify key areas for improvement, we continuously analyze the current state of gender representation at Threedy GmbH:

- **Workforce Composition:** Women currently make up approximately 13% of our workforce.
- **Recruitment Success in 2024:** Out of 15 new hires, 4 were women, demonstrating progress in our efforts to diversify.
- **Work-Life Balance:** We actively support remote work, part-time opportunities, and the reconciliation of work and family life. Many of our employees are parents, and we provide subsidies for childcare costs.

## III. Objectives

By 2025, we aim to achieve the following objectives:

- **Increase the share of women in the workforce to at least 20%.**
- **Promote work-life balance:** Maintain and enhance existing support systems, such as flexible working arrangements and childcare subsidies.
- **Foster a culture of inclusion:** Ensure female representation at events, on social media, and in leadership development initiatives.

## IV. Actions and Measures

### a. Recruitment and Hiring

- Utilize gender-neutral language in all job advertisements.
- Prioritize female candidates in the recruitment process while ensuring fairness and quality.

#### **b. Work-Life Balance**

- Continue supporting flexible working options, such as home office, part-time roles, and job-sharing.
- Maintain childcare subsidies to assist parents in the workforce.

#### **c. Awareness and Inclusion**

- Actively showcase female employees at industry events, trade fairs, and on social media starting in 2025.
- Encourage female participation in key company initiatives and external engagements.

#### **d. Training and Diversity Workshops**

- Organize a 2-day diversity and inclusion workshop for the entire workforce in 2025. This workshop will be conducted by an external certified institute specializing in diversity and inclusion training.

### **V. Resources and Governance**

- **Leadership Commitment:** Our leadership team is fully committed to integrating gender equality into our organizational strategy.
- **Dedicated Role:** Our HR Manager, a certified Diversity Manager, will oversee the implementation of this plan and ensure its success.
- **Feedback Channels:** Employees can provide continuous feedback to the management through various tools and participate in an annual anonymous satisfaction survey.

### **VI. Monitoring and Accountability**

We will track progress through the following mechanisms:

- **Annual Employee Satisfaction Survey:** Assessing workplace experiences and identifying areas for improvement.

- **Ongoing Feedback Tools:** Ensuring employees have a voice and providing real-time opportunities for input.
- **Gender Metrics:** Monitoring the proportion of women in the workforce and reporting on recruitment outcomes.

## **VII. Communication**

To ensure transparency and accessibility, the Gender Equality Plan will be:

- Published on the company website.
- Presented during team meetings and made available on the intranet.
- Highlighted in our future social media activities starting in 2025, showcasing the diversity of our workforce.

## **VIII. Commitment**

By implementing this Gender Equality Plan, Threedy GmbH reaffirms its dedication to building an equitable workplace. We believe that achieving gender equality is not only a moral imperative but also a driver of innovation, creativity, and business success.

Signed, October 1<sup>st</sup> 2024

### **Head of HR**



Aylin Aygüt

### **General Management**



Christian Stein

CEO



Markus Lindemann

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Maik Thöner

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