



# **GENDER EQUALITY PLAN**

This Gender Equality Plan (GEP) outlines our commitment and plan to achieve gender equality. It is intended to be a living document updated regularly to accommodate new actions and developments.

The promotion of gender equality and equal opportunities has been an important topic for MIL since the beginning, guaranteeing a gender balance both at the organizational level and within the activities promoted. We consider equality a “part of the day job” and essential to building a fair and sustainable future for the social economy. We communicate this commitment to all employees through internal channels. We have a dedicated resource responsible for implementing our plan.

## **Equal Opportunities in Hiring**

- Implement blind recruitment practices to minimize unconscious biases during the hiring process.
- Ensure that job descriptions and requirements are inclusive and free of gender-specific language.
- Encourage diverse candidate pools and partnerships with organizations that promote gender diversity.

## **Salary Transparency and Equality**

- Regularly review and audit salary structures to identify and address any gender pay gaps.
- Promote salary transparency to ensure that employees are aware of the company's commitment to equitable compensation.

## **Flexible Work Arrangements**

- Offer flexible work schedules, remote work options, or compressed work weeks to accommodate diverse needs.
- Create a culture that values output and results rather than the number of hours spent in the office.

## **Parental Leave and Family Support**

- Provide equal parental leave for all employees, regardless of gender, and communicate this policy clearly.
- Offer support programs such as flexible return-to-work arrangements.

## **Inclusive Work Environment**

- Establish a zero-tolerance policy for harassment and discrimination, and provide clear reporting mechanisms.
- Encourage a workplace culture that values and celebrates diversity through internal events, workshops, and awareness campaigns.

## **Training and Development**

- Implement training programs on unconscious bias, diversity, and inclusion for all employees.
- Ensure that professional development opportunities are equally accessible to all employees, regardless of gender.

## **Mentorship and Sponsorship Programs**

- Establish mentorship programs to support the career growth of underrepresented genders.
- Encourage senior leaders to act as sponsors for talented individuals, helping them navigate career advancement.

## **Regular Monitoring and Evaluation**

- Set up regular reviews and assessments to monitor the effectiveness of gender equality initiatives.
- Collect and analyze data on workforce demographics, pay equity, and employee satisfaction.

## **Employee Feedback and Involvement**

- Create channels for employees to provide feedback on gender equality initiatives.
- Establish a diversity and inclusion committee to ensure ongoing input and involvement from diverse perspectives.

## **Publicize Achievements**

- Share success stories and achievements related to gender equality both internally and externally to showcase the company's commitment.

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## **Contact Information**

For any questions or clarifications, please reach out to

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