

Public Document: Gender Equality Plan

This Gender Equality Plan (GEP) reflects EcoVibes’s unwavering commitment to promoting gender equality and fostering an inclusive work environment. As a responsible and inclusive organization, we acknowledge the importance of gender equality in our workforce and are dedicated to creating a workplace where all individuals have equal opportunities and can thrive. This GEP outlines our gender equality objectives and strategies and serves as a guiding document for all employees and stakeholders.

Policy Statement:

We, the top management of EcoVibes consulting firm, are steadfast in our commitment to gender equality and inclusivity. We pledge to:

Equal Opportunities. We ensure equal opportunities, fair treatment, and career growth prospects for all employees, regardless of their gender.

Gender balance in leadership and decision-making. We will create clear and fair rules with success criteria that do not favor any gender.

Integrating gender dimensions and monitoring progress. We integrate all gender dimensions into the company's communication activities. We will critically review and measure possible gender discrimination across all processes.

Work-life harmony and organizational culture. We will focus on psychological safety and overall well-being in the workplace through inclusive activities for all interested groups in the company.

Gender equality in recruitment and career progression. Our potential job seekers will be transparently informed about our GEP commitment, with a truly inclusive experience during the hiring process. If they are successful, they will experience a variety of activities throughout their entire employment cycle to support their personal and career growth.

Conclusion:

The gender equality among our staff and even representation across the age ranges are an everyday reality for EcoVibes. Women currently (9/4/2024) represent 44,4% of our workforce. By adopting this Gender Equality Plan, we reaffirm our commitment to gender equality and inclusivity and align with Sustainable Development Goals (SDGs): Gender Equality (5), Decent Work and Economic Growth (8) and Reduced Inequalities (10). We aim to create an organization where every individual, regardless of their gender, can thrive and contribute to our shared success.



Antonios Valtsis,
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