

# Gender Equality Policy

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Website version

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## Gender Equality Policy

### Introduction

At Flybotix, we are committed to fostering an inclusive and diverse workplace culture. We recognize the importance of gender equality not only as a fundamental human right but also as a critical factor for our company's success. We act in the environment that statistically is dominated by men and women are underrepresented in the engineering and more specifically in drone industry. Nevertheless In line with gender equality commitment, we have developed a comprehensive Gender Equality Plan (GEP) to promote equality, diversity, and inclusion throughout our organization.

### Goals:

- ✦ Promote Gender Balance in Recruitment and Hiring: Implement strategies to attract a diverse pool of candidates for all job positions and ensure unbiased recruitment and selection processes.
- ✦ Support Career Development and Advancement: Provide equal and fair opportunities for career growth and advancement for all employees, regardless of gender.
- ✦ Ensure Equal Pay for Equal Work: Conduct regular pay equity revisions to identify and address any gender pay gaps within the organization.
- ✦ Foster Inclusive Leadership and Management: Encourage inclusive leadership behaviours and provide training and development opportunities for all managers and supervisors.
- ✦ Create a Fair and Supportive Work Environment: Implement policies and initiatives to support work-life balance, parental leave, and flexible working arrangements to accommodate the needs of all employees.
- ✦ Combat gender stereotypes and bias: Raise awareness about unconscious bias and gender stereotypes and implement measures to challenge and eliminate them from our workplace culture.
- ✦ Promote Gender Diversity in Decision-Making: Ensure that gender diversity is reflected in decision-making processes at all levels of the organization, including leadership and governance roles.
- ✦ Provide Resources and Support for Gender Equality Initiatives: Allocate resources and funding to support the implementation of gender equality initiatives and programs.

## Action Plan:

In order to reach the goals in the challenging environment we commit in taking these actions:

### 1. Work and company culture:

To continue exercising our value - “Respect”, as a root of working culture that as well manifests through the gender equality. We create an inclusive and fair environment where all employees feel valued, respected, and empowered to contribute their best.

### 2. Recruitment and Hiring:

Create mindful requirement process, to maximise the efforts of gender equality. We evaluate the gender balance per company, department and position. Depending on the position in order to increase equal gender representation we consider:

- reviewing and revising job descriptions and recruitment materials to ensure they are gender-neutral.
  - Implementing blind resume screening processes to mitigate unconscious bias during the initial stages of recruitment.
  - Promoting certain advertisements of a position for the targeted gender.
  - Participating in events to increase visibility with underrepresented gender
- Provide regularly unconscious bias awareness training for all hiring managers and interview panel members.

### 3. Career Development and Advancement:

Establish mentorship and sponsorship programs to support the career development of underrepresented groups.

Implement performance management systems that focus on skills and competencies rather than gender or other bias.

### 4. Pay Equity:

Conduct regular pay equity revisions to identify and address any gender pay gaps. Establish transparent salary bands and compensation structures to ensure fairness and equity in pay decisions.

## 5. Work-Life Balance and Flexible Working Arrangements:

Implement flexible working policies, including remote work options and flexible hours, to accommodate the diverse needs of our employees.

Provide parental leave, childcare or aging parents support programs to help employees balance their work and family responsibilities.

## 6. Unconscious Bias Training and awareness:

Offer regular training sessions on unconscious bias awareness for all employees to increase awareness and promote inclusive behaviours.

Incorporate discussions on unconscious bias into team meetings and company-wide communications.

## 7. Gender Diversity in Decision-Making and leadership:

Provide training and development opportunities for all managers and supervisors on inclusive leadership practices.

Encourage diverse perspectives in decision-making processes and team dynamics.

Set targets and benchmarks for gender diversity in leadership and governance roles.

Implement initiatives to identify and develop talent from underrepresented groups for leadership positions.

## 8. Resources and Support:

Allocate budget and resources to support the implementation of gender equality initiatives.

Establish a dedicated diversity and inclusion committee or task force to oversee the implementation of the GEP and monitor progress.

## 9. Communication and Awareness

Create communication initiatives for raising awareness about the Gender Equality Plan and its objectives.

Engaging employees at all levels of the organization in promoting gender equality.

Providing regular updates on progress towards achieving gender equality goals.

### Monitoring and Evaluation:

To make sure our actions are put into practice we are establishing mechanisms for monitoring progress towards gender equality goals.

Moreover, we are regularly evaluating the effectiveness of implemented measures. Based on yearly gathered feedback from employees on their experiences and perceptions related to gender equality, we adjust our programs and initiatives to meet our goals.

### Conclusion:

At Flybotix, we are committed to creating a workplace where all employees, regardless of gender, can thrive, succeed, and feel respected. By implementing this Gender Equality Plan, we aim to foster a culture of inclusion, diversity, and equality that benefits not only our employees but also our business and community. Together, we can build a better, more equitable future for everyone.

01.03.2024, Renens  
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