



Gender Equality Plan
2024 – 2027

September 2024

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Introduction

Synelixis Solutions S.A. is an SME founded in 2007, specialising in high-quality automation and system control solutions, offering services and products in the areas of precision agriculture, the Internet of Things (IoT), security and energy efficiency of information systems, cloud computing and more, with a current workforce of 39 employees.

Following national and European policies Synelixis in 2021 made the strategic decision to assess gender equality in the workplace, develop proposals for improvement related to gender equality, create its first Gender Equality Plan (GEP) and foresee its implementation. As a company committed to innovation and excellence, Synelixis recognizes the importance of gender equality in fostering a productive and inclusive workplace; building on the successes of the previous three-year period, the Gender Equality Plan for 2024-2027 outlines the company's continued dedication to these principles. Given the company's small size, a three year period is still deemed adequate to draw accurate conclusions.

Goals and principles

The primary objective of a GEP is to ensure that all employees, regardless of gender, have equal opportunities and are treated with fairness and respect. This involves not only adhering to legal standards but also exceeding them to create a model workplace.

An equality plan refers to the comprehensive actions for the promotion of equality within an organisation and the prevention of unlawful discrimination.

Synelixis reaffirms its commitment to the main goals as stated in its first Gender Equality Plan, and continues its efforts to foster a diverse, inclusive, and equitable work environment:

- Genders have equal opportunities when it comes to recruitment and terms of employment
- Equal gender distribution is realized at all levels and in different departments
- Gender does not affect employees' wages
- All employees have the same opportunities, rights, and obligations regardless of gender
- A healthy work environment, free from gender-based violence, where everyone is treated professionally
- Work organization in which employees can combine work with family life

Situation Report

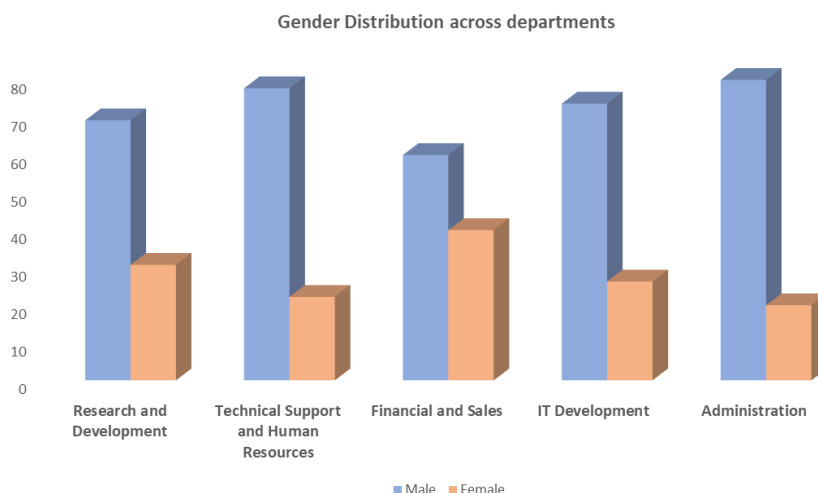
- *Genders have equal opportunities when it comes to recruitment and terms of employment*

Synelixis offers fair evaluation for all candidates, focusing on the specific skills of each one, their experience and solely on what each person can bring to the position they apply for and consecutively to the company. Selections are being based on the evaluation of the candidates' CVs, experience and interviews in relation to the applied for position requirements.

Synelixis remains committed to merit-based recruitment, ensuring that all candidates are evaluated solely based on their skills, experience, and potential contributions to the company. The company's employment policies are regularly reviewed to maintain gender neutrality and fairness. The ongoing objective is to uphold and enhance these practices, ensuring no gender bias in hiring, promotions, or terms of employment.

➤ *Equal gender distribution at all levels and in different departments*

The work to promote gender equality includes surveying the distribution between women and men across all levels and different departments in the company. The data showed that Synelixis has 72% male and 28% female of the total 39 employees. This percentage continues to reflect the unfortunate reality of the underrepresentation of women in the ICT sector deriving from the low percentage of female students that choose computer studies, accounting for only 30% of all ICT students in Greece¹.



Given the small size of the company it should be noted that a difference of, for example, only 2 employees can have a significant effect on the distribution percentages. This is reflected in the unfortunate increase in the difference of the representation of the genders compared to the previous period. Efforts will continue to encourage female participation, particularly in engineering and technical roles. Collaborations with educational institutions and targeted outreach programs will be implemented to attract more women to these fields, aiming for a more balanced gender distribution.

➤ *Gender does not affect employees' wages*

Synelixis is dedicated to maintaining wage equality, ensuring that gender does not influence compensation for work of equal value. Remuneration remains based on the position requirements and level of the employee in accordance with Labour Legislation.

➤ *All employees have the same opportunities, rights, and obligations regardless of gender*

All employees, regardless of level or gender, are encouraged to pursue competence development, receiving equal number of training hours for equal skill development.

The distribution of genders in the total number of employees presented in the previous section is reflected in the numbers of women and men in the teams of submitted and selected projects with 76% male and 24% female of the total participants. However, the leading roles of the selected projects are covered 56% by men and 44% by women. There is no gender bias in the distribution of tasks and roles among each project team, this depending solely on the skills and seniority required for each task.

Similarly, due the company composition, the gender distribution percentages for employees holding higher administrative and managerial positions are 80% male and 20% female of the total number of

¹ <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/edn-20200423-1>

these positions. Again, the small size of the company should be taken into account when considering these numbers.

Synelixis continues to offer equal training opportunities and supports career advancement for all staff members; equal terms apply for positions of equal requirements. Special attention is given to encouraging and supporting female employees in taking on leadership roles, ensuring that they have the resources and opportunities needed to succeed.

- *A healthy work environment, free from gender-based violence, where everyone is treated professionally*

A healthy work environment is crucial for productivity and employee satisfaction. Synelixis is committed to fostering a culture of respect and professionalism, free from gender-based violence and harassment. The company's rules of procedure explicitly prohibit any form of harassment or discrimination. While no incidents have been reported to date, a clear and explicit procedure for reporting such issues will be communicated to all employees, ensuring that everyone feels safe and supported.

- *A work environment where employees can combine work with family life*

The company has been flexible with work-time arrangements and will continue to support employees in balancing their professional and personal lives. Parental leave policies have been gender-neutral and will remain so, where both male and female employees are encouraged to take the necessary time for family responsibilities. No gender bias when employees apply for leave of absence has been detected; the days provided to the employees are defined by the national Labour Legislation with reasonable understanding in case of a personal emergency.

Sustainable Equality

The updated GEP will be reviewed and approved by the administration. Once approved, it will be published on the company's website, ensuring transparency and accessibility for all employees and stakeholders.

The comprehensive training programs for new hires, already integrated into the onboarding process, will be updated, ensuring that all staff members are aware of and committed to these principles from the start.

Company policies will continue to be regularly reviewed and updated to reflect best practices in gender equality. This includes ensuring clear communication of procedures for reporting and addressing harassment, as well as promoting the use of non-sexist and non-discriminatory language in all forms of communication.

Synelixis Solutions S.A. is dedicated to fostering an inclusive and equitable workplace where all employees, regardless of gender, can thrive. The 2024-2027 Gender Equality Plan builds on past achievements and sets a clear path for continuous improvement, ensuring that gender equality remains a core value of the company. Through commitment, ongoing assessment, and proactive measures, Synelixis aims to create a work environment that truly embodies equality and respect for all.

Appendix - Legislation and Policies on equality with special focus on work and gender equality

United Nations

- ❖ Declaration concerning the aims and purposes of the International Labour Organisation, Philadelphia, 10 May 1944
 - II - (a) all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity
- ❖ Universal Declaration of Human Rights, United Nations General Assembly, 10 December 1948
 - Article 1 - All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.
 - Article 2 - Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.
 - Article 23 - 1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. 2. Everyone, without any discrimination, has the right to equal pay for equal work.
 - Article 24 - Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
- ❖ Equal Remuneration Convention, 1951 (No. 100), International Labour Organisation, 6 June 1951, on the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.
- ❖ International Convention on the Elimination of All Forms of Racial Discrimination, United Nations General Assembly, 21 December 1965
 - Article 5 - In compliance with the fundamental obligations laid down in article 2 of this Convention, States Parties undertake to prohibit and to eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights: ... (i) The rights to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment, to equal pay for equal work, to just and favourable remuneration...
- ❖ International Covenant on Economic, Social and Cultural Rights, United Nations General Assembly, 16 December 1966
 - Article 2 - 2. The States Parties to the present Covenant undertake to guarantee that the rights enunciated in the present Covenant will be exercised without discrimination of any kind as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
 - Article 7 - The States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular:
 - (a) Remuneration which provides all workers, as a minimum, with:
 - (i) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work;

- (ii) A decent living for themselves and their families in accordance with the provisions of the present Covenant;
 - (b) Safe and healthy working conditions;
 - (c) Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence;
 - (d) Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays
- ❖ Declaration on Equality of Opportunity and Treatment for Women Workers, International Labour Organisation, 1975
- ❖ United Nations Convention on the Elimination of All Forms of Discrimination against Women, United Nations General Assembly, 18 December 1979
- ❖ Workers with Family Responsibilities Convention, 1981 (No. 156), International Labour Organisation, 3 June 1981
 - Article 3 - 1. With a view to creating effective equality of opportunity and treatment for men and women workers, each Member shall make it an aim of national policy to enable persons with family responsibilities who are engaged or wish to engage in employment to exercise their right to do so without being subject to discrimination and, to the extent possible, without conflict between their employment and family responsibilities.
- ❖ Beijing Declaration and Platform for Action on advancing the goals of equality, development and peace for all women everywhere in the interest of all humanity, UN Fourth World Conference on Women, 4-15 September 1995
- ❖ Declaration on Fundamental Principles and Rights at Work and its Follow-up, Adopted by the International Labour Conference at its Eighty-sixth Session, Geneva, 18 June 1998 (Annex revised 15 June 2010)
 - 2. Declares that all Members, even if they have not ratified the Conventions in question, have an obligation arising from the very fact of membership in the Organization to respect, to promote and to realize, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:
 - (a) freedom of association and the effective recognition of the right to collective bargaining;
 - (b) the elimination of all forms of forced or compulsory labour;
 - (c) the effective abolition of child labour; and
 - (d) the elimination of discrimination in respect of employment and occupation.
- ❖ Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, United Nations General Assembly, 6 October 1999
- ❖ Sustainable Development Goals, Goal 5 - Gender Equality and women's empowerment, United Nations General Assembly, 2015
- ❖ Violence and Harassment Convention, 2019 (No. 190), International Labour Organisation, 10 June 2019, on Violence and Harassment eradication at work

European Union

- ❖ European Convention on Human Rights, Council of Europe, 4 November 1950
 - Article 4 - Prohibition of slavery and forced labour
 - Article 9 - Freedom of thought, conscience and religion
 - Article 10 - Freedom of expression
 - Article 14 - Prohibition of discrimination
- ❖ European Social Charter, Council of Europe, 18 October 1961 – As Revised on 3 May 1996:
 - Article 1 – The right to work
 - Article 2 – The right to just conditions of work
 - Article 4 – The right to a fair remuneration
 - Article 8 – The right of employed women to protection of maternity
 - Article 20 – The right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex
 - Article 26 – The right to dignity at work
 - Article 27 – The right of workers with family responsibilities to equal opportunities and equal treatment
- ❖ Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women
- ❖ Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
- ❖ Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- ❖ Council Directive 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes
- ❖ Council Directive 86/613/EEC of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood
- ❖ Community Charter of the Fundamental Social Rights of Workers, 9 December 1989
 - 5 - All employment shall be fairly remunerated.
 - 16 - Equal treatment for men and women must be assured. Equal opportunities for men and women must be developed. To this end, action should be intensified to ensure the implementation of the principle of equality between men and women as regards in particular access to employment, remuneration, working conditions, social protection, education, vocational training and career development. Measures should also be developed enabling men and women to reconcile their occupational and family obligations.
- ❖ Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding
- ❖ Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- ❖ Treaty of Amsterdam amending the Treaty on European Union, the Treaties establishing the European Communities and certain related acts, 2 October 1997
 - Article 2 - The Community shall have as its task, ..., to promote throughout the Community a harmonious, balanced and sustainable development of economic activities, a high level of employment and of social protection, equality between men and women...

- Article 3 - 2. In all the activities referred to in this Article, the Community shall aim to eliminate inequalities, and to promote equality, between men and women.
- Article 117 - The Community and the Member States, ..., shall have as their objectives the promotion of employment, improved living and working conditions, so as to make possible their harmonisation while the improvement is being maintained, proper social protection, dialogue between management and labour, the development of human resources with a view to lasting high employment and the combating of exclusion
- Article 118 - 1. With a view to achieving the objectives of Article 117, the Community shall support and complement the activities of the Member States in the following fields:
 - improvement in particular of the working environment to protect workers' health and safety;
 - working conditions;
 - the information and consultation of workers;
 - the integration of persons excluded from the labour market, without prejudice to Article 127;
 - equality between men and women with regard to labour market opportunities and treatment at work.
- ❖ Council Directive 96/97/EC of 20 December 1996 amending Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes
- ❖ Council Directive 97/75/EC of 15 December 1997 amending and extending, to the United Kingdom of Great Britain and Northern Ireland, Directive 96/34/EC on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- ❖ Council Directive 97/80/EC of 15 December 1997 on the burden of proof in cases of discrimination based on sex
- ❖ Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- ❖ Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- ❖ Directive 2002/73/EC of the European Parliament and of the Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
- ❖ The European Charter for Equality of Women and Men in Local Life, CEMR general assembly, May 2006
- ❖ Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation
- ❖ Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC
- ❖ Council of Europe Convention on preventing and combating violence against women and domestic violence, Istanbul, 11 May 2011
 - Article 4 – Fundamental rights, equality and non-discrimination
 - 1-Parties shall take the necessary legislative and other measures to promote and protect the right for everyone, particularly women, to live free from violence in both the public and the private sphere.

2-Parties condemn all forms of discrimination against women and take, without delay, the necessary legislative and other measures to prevent it, in particular by:

- embodying in their national constitutions or other appropriate legislation the principle of equality between women and men and ensuring the practical realisation of this principle;
- prohibiting discrimination against women, including through the use of sanctions, where appropriate;
- abolishing laws and practices which discriminate against women.

3-The implementation of the provisions of this Convention by the Parties, in particular measures to protect the rights of victims, shall be secured without discrimination on any ground such as sex, gender, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, sexual orientation, gender identity, age, state of health, disability, marital status, migrant or refugee status, or other status.

- ❖ Directive 2014/54/EU of the European Parliament and of the Council of 16 April 2014 on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers
- ❖ Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU

Hellenic Republic

- ❖ Law 46/1975 on the Ratification of the voted in Geneva in 1951 no. 100 International Labour Convention on Equal Remuneration between Male and Female Workers for Work of Equal Value
- ❖ Law 1342/1983 on the Ratification of the United Nations Convention on the Elimination of All Forms of Discrimination against Women
- ❖ Law 1576/1985 on the Ratification of the International Labour Agreement no. 156, on equal opportunities and treatment of workers of both sexes: Employees with family responsibilities
- ❖ Law 2952/2001 on the Ratification of the United Nations Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women
- ❖ Constitution of the Hellenic Republic 2001 (Government Gazette 85/A/18-4-2001)
 - Article 4 par.2 "Greek men and women have equal rights and obligations."
 - Article 116 par.2 "It is not gender discrimination to take positive measures to promote equality between men and women. The State ensures that inequalities that exist in practice are removed, especially to the detriment of women. "
- ❖ Law 3655/2008 on the Administrative and organizational reform of the Social Security System: Article 142 - Special maternity protection benefit
- ❖ Law 3896/2010 on the Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation
- ❖ Law 4097/2012 on the Application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity
- ❖ Law 4359/2016 on the Ratification of the European Social Charter
- ❖ Law 4443/2016 on the Integration of Directives 2000/43/EC, 2000/78/EC and 2014/54/EU
- ❖ Law 4491/2017 on the Legal recognition of gender identity
- ❖ Law 4604/2019 on Promoting gender equality
- ❖ Law 4808/2021 on Labour protection
 - Ratification of the Convention 190 of the International Labour Organisation on Violence and Harassment eradication at work
 - Ratification of the Convention 187 of the International Labour Organisation on the Framework for the Promotion of Safety and Health at work
 - Integration of Directive (EU) 2019/1158