

# Over Holding Srl

## Gender Equality Plan

### 1. Introduction

Over Holding Srl is committed to fostering an inclusive workplace where everyone, regardless of gender, has equal opportunities to thrive, contribute, and succeed. This Gender Equality Plan (GEP) outlines the actions and policies we will implement to ensure gender equality in our organization.

### 2. Objectives

- Promote gender balance across all levels of the organization.
- Address and eliminate gender-based discrimination.
- Ensure equitable access to training, career development, and leadership opportunities.
- Foster a culture of inclusion, respect, and equal treatment.
- Regularly monitor and evaluate gender equality progress.

### 3. Governance and Leadership Commitment

Our leadership team is fully committed to implementing this GEP. A dedicated Gender Equality Committee will oversee the execution of actions, monitor progress, and ensure accountability.

### 4. Key Focus Areas and Actions

#### 4.1 Recruitment and Hiring

- Ensure job advertisements use gender-neutral language.
- Promote balanced gender representation in recruitment panels.
- Set measurable targets for gender diversity in hiring.

#### 4.2 Career Development and Training

- Provide equal access to training programs for all employees.
- Establish mentorship programs to support underrepresented genders in leadership roles.
- Ensure performance evaluations are free from gender bias.

#### 4.3 Work-Life Balance and Policies

- Offer flexible working arrangements to accommodate diverse needs.
- Promote parental leave policies for all genders.
- Create support programs for employees returning from extended leave.

#### 4.4 Pay Equity

- Conduct regular audits to identify and address gender pay gaps.
- Ensure transparency in salary structures and promotion criteria.

## 4.5 Workplace Culture

- Provide mandatory training on gender equality and unconscious bias.
- Establish a zero-tolerance policy for harassment and discrimination.
- Celebrate diversity through events and awareness campaigns.

## 5. Monitoring and Evaluation

The Gender Equality Committee will:

- Collect and analyse gender-disaggregated data on recruitment, promotions, pay, and training.
- Publish an annual report detailing progress and areas for improvement.
- Review and update the GEP every two years to align with best practices and organizational needs.

## 6. Accountability and Reporting

Employees are encouraged to report any concerns related to gender inequality through established communication channels. All reports will be handled confidentially and acted upon promptly.

## 7. Conclusion

Over Holding Srl believes that gender equality is not just a legal or ethical obligation but a driver of innovation, creativity, and organizational success. By implementing this GEP, we aim to create a workplace where everyone has the opportunity to reach their full potential.

## Approval and Implementation

This Gender Equality Plan is approved by the Sole Governing Director and is effective as of 01.07.2024. It will be communicated to all employees and stakeholders and embedded in our organizational practices.

Signed by: Davide Cuttini – Sole Director



Udine, July 1<sup>st</sup>, 2024

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