

# Gender Equality Action Plan for GEEK&Co.

## Daħla

GEEK&Co. hija impenjata bis-sħiħ biex tipprovdi ambjent tax-xogħol inklussiv, ugwali u divers. Il-kumpanija tagħraf li l-ugwaljanza bejn il-ġeneri mhijiex biss dritt fundamentali iżda anki pilastru li fuqu jissejsu l-innovazzjoni u l-kreattività. Dan il-Pjan ta' Azzjoni għall-Ugwaljanza bejn il-Ġeneri jispjega fil-qosor l-azzjonijiet u l-impenji biex niżguraw li kull impjegat(a), irrispettivament mill-ġeneru tagħhom, iħossuhom stmati, imwieżna u msaħħin.

## Introduction

GEEK&Co. is committed to fostering an inclusive, equitable, and diverse workplace. We recognise that gender equality is not only a fundamental human right but also essential for fostering innovation and creativity. This Gender Equality Action Plan outlines in brief our actions and commitments to ensure that all employees, regardless of gender, feel valued, supported, and empowered.

### 1. Leadership and Accountability

- Appoint a Gender Equality Officer responsible for overseeing the implementation and monitoring of this action plan.
- Establish a Gender Equality Committee to regularly assess progress and recommend improvements.
- Integrate gender equality objectives into organisational strategy and decision-making processes.

## **2. Recruitment and Retention**

- Ensure gender-neutral language in all job advertisements and descriptions.
- Actively promote diversity in recruitment processes by ensuring gender-balanced shortlists and panels.
- Develop mentorship and career development programmes specifically aimed at underrepresented genders in leadership roles.

## **3. Work-Life Balance and Organisational Culture**

- Offer flexible working arrangements, including remote work and part-time options, to accommodate diverse needs.
- Promote shared parental leave policies and support returning parents with reintegration programmes.
- Conduct regular staff surveys to assess workplace culture and identify areas for improvement.

## **4. Equal Pay and Progression**

- Conduct annual pay audits to identify and address any gender pay gaps.
- Ensure transparent criteria for promotions and performance evaluations.
- Provide equal opportunities for professional development and training.

## **5. Addressing Gender-Based Discrimination and Harassment**

- Implement a zero-tolerance policy for gender-based discrimination and harassment.
- Provide regular training for staff on recognising and addressing unconscious bias.
- Establish confidential reporting mechanisms and ensure timely resolution of complaints.

## **6. Supporting STEM Initiatives**

- Partner with local schools and organisations to encourage gender diversity in STEM (Science, Technology, Engineering, Mathematics) fields.
- Host workshops and events to inspire young people, especially girls, to pursue careers in technology and innovation related to paper, paper production and paper products.

## **7. Monitoring and Reporting**

- Set measurable targets and timelines to assess the impact of the Gender Equality Action .
- Publish annual reports detailing progress, challenges, and updates.
- Solicit feedback from employees and stakeholders to continuously improve the action plan.

## **8. Communication and Awareness**

- Regularly promote gender equality initiatives and successes through internal and external channels.
- Celebrate international events like International Women’s Day to raise awareness and engage staff.
- Encourage open dialogues on gender equality to foster a culture of inclusion.

## Għeluq

Il-kumpanija GEEK&Co., minkejja li kumpanija ġdida, hija kumpanija li tistinka biex tkun ta' eżempju fejn tidhol l-ugwaljanza ta' bejn il-ġeneri fuq il-lant tax-xogħol u lil hinn. Billi twettaq dan il-Pjan ta' Azzjoni dwar l-Ugwaljanza bejn il-Ġeneri, aħna nimmiraw li nsawru ambjent ta' appoġġ, ġust u ta' suċċess għall-impjegati kollha. Kommessi li nibqgħu ntejbu fuq dan u nistiednu lill-kumpaniji sħabna jingħaqdu magħna f'din il-missjoni importanti.

## Conclusion

GEEK&Co. strives to be a leader in promoting gender equality within the workplace and beyond. By implementing this Gender Equality Action Plan, we aim to create a supportive, fair, and thriving environment for all employees. We are dedicated to continuous improvement and invite all stakeholders to join us in this vital mission.

**Benjamin Agius Jubber**



Direttur