

Gender Equality Plan

Company

ZEUS CONSULTING (ZEUS) is a Greek **SME** with great of experience in consulting services and information technology utilizing the most modern technological applications, and having solid expertise in EU co-funded research and development projects and also maintaining a wide network of partners in Greece and globally.

ZEUS has more than 30 years of experience in the field of consulting services and information technology utilizing the most modern technological applications. We are pioneers in offering reliable solutions for information technology, innovation, administration, regional development, employment, environmental management. Through our wide network of partners in Greece and internationally, we ensure private companies and public organizations immediate and efficient coverage of their needs. We also carry experience and specialization in the implementation and support of European Union programs and initiatives, as well as the necessary know-how, experience, human resources and infrastructure to provide high quality services to private and public entities in Greece and abroad.

More specifically, **ZEUS** offer services in the following areas:

- IT Services and Solutions
- Software development
- Support for Web/Mobile/Cloud Applications
- Training and Studies of IT applications
- Regional development and innovation
- Quality assurance
- Computer Hardware
- Environmental management
- Computer engineering consultancy
- Communication and Marketing
- Research and development
- EU co-funded Programmes

Gender equality at ZEUS

Gender equality has been a cross-cutting priority in Europe, which is evident in the well-established regulatory framework 'Gender Equality Strategy for 2020-2025'¹ actively promoted by the European Commission. Despite the current progress, the provision of equal opportunities between men and women is still to be achieved across the European R&I landscape as shown in the EC report 'She Figures 2018'². Considering the importance of gender equality in the workplace, **ZEUS** has put in place a Gender Equality Plan (GEP) taking into account both national and European legislation. **ZEUS** has formulated its gender policy following the GEP requirements being set as a new criterion to get access to Horizon Europe funding for public/private bodies, research organisations and higher education establishments.

Building an overall inclusive and balanced -between genders- business environment, is an imminent and significant 'must', since women in the workplace face numerous challenges which expand beyond policies and actions. It is crucial to offer a business environment which is psychologically safe for all employees, regardless of gender, nationality, age, free of stereotypes and biasing. Inclusiveness, among others, opens the way to progressiveness for both employer and employees, where concerns like gender inequality and harassment are openly addressed, therefore flattening corporate stigmas.

ZEUS is committed to the principles of gender equality in all aspects of our work, and have a formal gender equality policy on file, implemented throughout the company, which is monitored regularly to ensure gender balance in all aspects of our work including recruitment, gender balance in all management level positions, associated organisational decision making, in the operational execution of projects, and in team/project planning.

¹ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

² https://research-and-innovation.ec.europa.eu/document/download/b18557fe-019e-4f79-a5ee-2c29f6f99932_en

Gender Equality Principles

After undertaking an initial analysis on gender equality issues, including reviewing relevant policies and legislation, the company defined its relevant principles and objectives as stated in the following:

The goal of our policies is to set the principles of gender equality under which ZEUS creates programmes, processes and practices towards the company's vision and to ensure that gender equality and women's empowerment are central to our company. Transparency and trust, active management support and agility are key factors towards the creation of a safe and equal working environment for women, which in turn promote efficiency, effectiveness and successful outcomes.

Work Life Balance

ZEUS actively promotes flexibility in terms of working hours and conditions. Due to its multinational team, teleworking has been always an option for the employees facilitating their daily lives and the balance between work and family. At the same time, the company is continuously working towards reducing bureaucracy which leads to unnecessary time spent on procedural issues by simplifying these processes. Additionally, women employees are allowed to work from home especially during pregnancy and immediately after childbirth, while paternity leave is also mandatory. Women working in ZEUS are confident about fulfilling their personal and professional objectives, since the right balance between their personal and work lives is set. Such flexibility is an essential factor to their evolution as women and professional leaders. ZEUS' culture and values encourages diversity, e.g., gender, ethnicity and age, thus eliminating all career barriers for its employees.

Gender Balance in Leadership and Decision Making

The role of women in leadership and decision making at ZEUS is key at both organisational and project level. ZEUS, from its foundation, has incorporated women to important senior positions as Project Managers, International Business Managers, Senior Research Advisors etc., confirming the company's belief in the ability of women to freely unlock their career prospects and become leaders thus building on their confidence. Dealing with the necessary trust and security issues throughout its transparent operational procedures and monitoring tools, ZEUS offers continuous gender balance and equality in all its leadership and decision-making processes.

Recruitment and Career Progression

According to studies, women usually apply for jobs when they feel they meet 100% the requirements, in contrast to men. For this reason, we simplified the job criteria to make the posting more intriguing to both sexes. Furthermore, the job posts in social media and recruitment websites are always inclusive, removing gender-coded language, while during the interview process, the questions are identical for male and female applicants.

By offering transparency and trust in its recruitment, promotion and appraisal mechanisms, ZEUS creates a secure and equal environment for working women. By feeling secure, confident and aspired, while remaining focused on their priorities, women experience unlimited development and full potential in their careers. Through continuous tracking, analysis and identification factors for unbiased career progress, clear definition of roles and promotion criteria, ZEUS offers a complete scheme for equality and combats gender imbalances in the working environment offered.

Integration of the Gender Dimension into Research & Innovation

Part of our EU proposals include a dedicated section on management structure, which is designed to meet the objectives of all involved stakeholders, by creating strong consortium engagement in the project management. Women represent a large number of the Project Management Board positions, responsible for making decisions on the development and whole management of the projects.

Moreover, our projects embed gender-analysis, in formulating R&I questions and designing methods for acquiring/eliciting data and information, in interpreting data and understanding impacts, in engineering innovation processes and outputs, and in communicating, disseminating and upscaling project results.

In terms of our project implementation and ethics, there are gender-related ambitions which ensure that their solutions are not discriminatory, or do not further perpetuate gender imbalances, by using various tools to address sex, gender and equality issues and align with a gendered and inclusive approach to innovation.

Gender-based violence including sexual harassment

Women's trust on a company needs to be built on the fact that behaviours such as gender-based violence is not accepted or overlooked.

ZEUS has put in place protocols for reporting, accountability, and fair conflict resolution, which creates a trusting workplace. In case of such an incident, employees are informed that complaints will be treated with confidentiality and discretion.

Eleftheria Tsialtzoudi

A handwritten signature in blue ink, appearing to be "Eleftheria Tsialtzoudi".

ZEUS Director

September 2023