



2021

# DOSCON AS

## GENDER EQUALITY PLAN

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# GENDER EQUALITY PLAN

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Gender equality has been in the spotlight the past years. The adoption of measures to help ensure that in a given society men and women enjoy the same opportunities, income, rights and obligations in all areas, is a focus embraced at DOSCON. Gender equality is a fundamental human right.

In its policies and practices, DOSCON AS defends equal opportunities, seek to eliminate any form of discrimination and to encourage a meritocratic culture, anchored in the diversity of its talent.

Hence, the invest in creating a Gender Equality plan, in coordination with current employees in the company. The target is to identify and develop measures to meet equality in a sustainable and strategic way, over the next years to come as DOSCON grows,

In drawing up this Equality Plan, DOSCON is seeking to build on its Gender Equality good practices and to develop further its policies geared to facilitating a work-life balance.



An aerial, high-angle photograph of a busy city street, likely in New York City, showing a grid of streets with cars, buses, and tall buildings lining the sidewalks. The image is in grayscale and serves as the background for the text.

# OUR MISSION AND VALUES

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DOSCON is an IoT provider of process control, monitoring and analytics in wastewater treatment and other industries. Its operations are based at modern, large scale industrial units that use state-of-the-art technology and are a benchmark for quality in the sector. DOSCON aspires to being a global company with a reputation for innovation and sustainability in process control services that improve people's lives.

The fundamental aims pursued by DOSCON are posited on the following:

1. Searching for solutions that offer customers unique, innovative and distinctive value, contributing to business development;
2. Sustained growth, ensuring a contribution to the economy and society, with above-average returns;
3. Creating a fair environment for professional advancement that attracts and retains creative and happy people with high standards;
4. Integration with the community, applying a business model that incorporates social and environmental concerns.

Key words at our company:

Trust, Integrity, Multicultural, Innovation, Sustainability, Excellence



# CURRENT CONTEXT

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DOSCON has 6 full-time employees, of whom 3 are women and 3 are men, with an average age of 33 years. Of this population, 100% of employees have qualifications from higher education.

Although the sector in which DOSCON operates is traditionally male-dominated, the percentage of women has grown, thanks to recruitment policies implemented with a view to diversity. In senior engineer and leadership positions, DOSCON enjoys a 50% female representation.



# GENDER EQUALITY

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Gender Equality means equal rights, freedoms and opportunities for participation. It means recognising and valuing women and men, in all areas of society, may they be in political, economic, personal and family life, and in employment.

In DOSCON, Gender Equality is understood as a question of fundamental rights. Parity between men and women is one of DOSCON aims, but one which is not always easy to achieve. It is strategic for DOSCON to include more women in its management staff and to create an internal environment in which women can grow towards management responsibilities. With this Gender Equality Plan, we are seeking to implement measures that help to boost equal opportunities in terms of professional development and growth, supported by transparent policies based on meritocracy, as well as helping to encourage a healthy work-life balance.

This plan has been established for 2021 and represents a commitment by DOSCON to Gender Equality. The plan has been drawn up in accordance with the published guidelines, which require a self-assessment, to identify strong points and areas for improvement, helping to identify priority measures to be taken.





# THE PLAN

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The Company's Strategy, Mission and Values &  
Equality in access to employment

Aim	Measure	Action	Target
Accept publicly (internally and externally) a commitment to promoting equality between men and women.	Inclusion and promotion of the gender equality principle in the Welcome Handbook	Review document in order to include gender equality principle	2021
Implement, monitor, follow up and ensure sustainability of the Equality Plan	Set up task force to design and propose measures for implementation in the company in relation to gender equality	Select a spokesperson to coordinate the task force	2021
Encourage male and female workers to take part in promoting equality between women and men	Assess the current workforce climate in relation to Gender Equality	in relation to Gender Equality Include Gender Equality questions in the organizational climate survey and act in accordance with the findings	2021
Counter structural barriers to equality between women and men and contribute to a better balance between women and men in the company	Set internal guidelines and for specialist external selection and recruitment agencies <u>in order to</u> ensure that no gender distinctions are made and that consideration is given only to the suitability of the candidates' skills and motivation for the positions in question	Ensure that the selection criteria presented for job applicants are clear and transparent	2022



# THE PLAN

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Initial and continuing training  
Equality in working conditions  
Protection in Parenthood  
Work-life balance  
& Prevention of workplace harassment

Aim	Measure	Action	Target
Promote a culture of equality between men and women at the workplace, encouraging management and working practices consistent with this	Training for Human Resources on gender equality and diversity issues	Inclusion in training plan of module for Human Resources sector on gender equality and diversity	2021
Guarantee the right of male and female workers to enjoy parental leave	Assess whether it would be appropriate to grant male and female workers additional parental support on top of that established in law	The Equality Task Force will assess and propose measures relating to this	2021
Promote measures to improve the work-life balance for male and female workers	Introduce flexible working arrangements, <a href="#">in order to improve the work-life balance</a>	Design measures and responses to cater to the needs expressed by employees at different life stages	2021



# IMPLEMENTATION

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## OUTLINE FOR THE NEXT 1-5 YEARS AT DOSCON

Implementation of the measures described offers a new dimension to DOSCON's gender equality and non-discrimination policy. The Board of Directors itself is committed to supporting this policy, and will not only approve this plan, but also monitor its implementation and execution. The resources needed for execution will also be provided by the Board of Directors and the Managing Director, who will be responsible for coordinating steps to disseminate and implement the plan, with support from the Equality Taskforce. The plan will be monitored and reviewed annually, by assessing attainment of the targets set for each of the measures, in order to incorporate new measures or adjust those already in place. At the end of the period to which this plan relates, a new assessment will be conducted to assess the measures implemented, with a view to developing a future plan.