

Public Document: Gender Equity Plan

This Gender Equity Plan (GEP) reflects PEDAL Consulting's unwavering commitment to promoting gender equity and fostering an inclusive work environment. As a responsible and inclusive organization, we acknowledge the importance of gender equality in our workforce and are dedicated to creating a workplace where all individuals have equal opportunities and can thrive. This GEP outlines our gender equity objectives and strategies and serves as a guiding document for all employees and stakeholders.

Policy Statement:

We, the top management of PEDAL Consulting, are steadfast in our commitment to gender equity and inclusivity. We pledge to:

Equal Opportunities. We ensure equal opportunities, fair treatment, and career growth prospects for all employees, regardless of their gender.

Gender balance in leadership and decision-making. We will create clear and fair rules with success criteria that do not favour any gender.

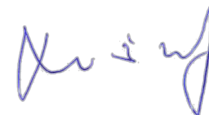
Integrating gender dimensions and monitoring progress. We integrate all gender dimensions into the company's communication activities. We will critically review and measure possible gender discrimination across all processes.

Work-life harmony and organisational culture. We will focus on psychological safety and overall well-being in the workplace through inclusive activities for all interested groups in the company.

Gender equality in recruitment and career progression. Our potential job seekers will be transparently informed about our GEP commitment, with a truly inclusive experience during the hiring process. If they are successful, they will experience a variety of activities throughout their entire employment cycle to support their personal and career growth.

Conclusion:

By adopting this Gender Equity Plan, we reaffirm our commitment to gender equity and inclusivity. We aim to create an organization where every individual, regardless of their gender, can thrive and contribute to our shared success.



Robert MISKUF, CEO