

South Desert Studio – Gender Equality Plan

Effective date: 13 August 2025

Version: 2.0

Approved by: Founder & CEO – Germán Adolfo Roche Bonilla

1. Purpose and Scope

This Gender Equality Plan (GEP) sets out South Desert Studio's commitment to promoting gender equality and ensuring an inclusive, respectful, and fair working environment. It applies to all staff, contractors, and collaborators of the company, regardless of their role or type of contract.

2. Legal and Policy Framework

South Desert Studio follows:

- The EU Charter of Fundamental Rights (Articles 21 and 23)
- Directive 2006/54/EC on equal opportunities and equal treatment of men and women in matters of employment and occupation
- Horizon Europe requirements for Gender Equality Plans

3. Main Principles

- Equal opportunities in recruitment, training, promotion, and pay.
- Zero tolerance for harassment, discrimination, or gender-based violence.
- Transparency in career development and remuneration criteria.
- Work-life balance measures for all staff, regardless of gender.

4. Dedicated Resources

South Desert Studio commits dedicated resources to implement this GEP:

- Appointment of an Equality Officer to oversee the plan's execution and monitoring.
- Availability of the Founder & CEO as a secondary point of contact.
- Allocation of an annual budget to cover training, awareness campaigns, and external consultancy if needed.
- Access to external gender equality experts for training and advice.

5. Data Collection and Monitoring

We commit to the annual collection of sex/gender-disaggregated data on all staff, including recruitment, promotions, pay, and training.

- An annual GEP report will be produced and stored in company records.
- Indicators will be monitored to measure progress, such as gender ratio in leadership, equal pay metrics, and training participation rates.

6. Training and Awareness

South Desert Studio will provide mandatory training for all staff and decision-makers on:

- Gender equality principles.
- Unconscious gender bias and its impact on workplace decisions.
- Prevention of gender-based violence and harassment.

Training sessions will be documented, with attendance lists, training materials, and evaluations stored for reference.

7. Key Actions and Target Areas

7.1. Work-Life Balance and Organisational Culture

- Flexible working hours and remote work options.
- Respect for family and personal commitments in scheduling meetings and deadlines.

7.2. Gender Balance in Leadership and Decision-Making

- Aim for balanced gender representation in leadership roles.
- Encourage and mentor underrepresented genders for promotion.

7.3. Gender Equality in Recruitment and Career Progression

- Use of gender-neutral language in job postings.
- Equal access to promotions and career development programs.

7.4. Integration of Gender Dimension into Content

- Ensure that research, communication, and creative content consider gender perspectives where applicable.

7.5. Measures Against Gender-Based Violence

- Clear reporting mechanisms for harassment cases.
- Immediate investigation of complaints.
- Disciplinary measures for proven cases.

8. Reporting Procedure

Any employee, contractor, or collaborator may report incidents of gender-based discrimination, harassment, or inequality.

- Primary contact (for harassment cases): equality.hr@southdesertstudio.com
- Alternative contact: german@southdesertstudio.com

Reports will be treated confidentially, with acknowledgment of receipt within 5 working days, and investigation initiated within 10 working days.

9. Responsibility and Review

The Equality Officer is responsible for implementing this GEP, supported by the Founder & CEO. The plan will be reviewed annually with input from staff and external advisors.

10. Approval and Publication

This plan is published on South Desert Studio's internal documentation platform and is publicly available upon request.