

COMPANY REVIEW

Title: **POWERCODE GIRLS - Moving Towards Equality and Fairness**

[POWERCODE GIRLS] has undergone a transformative journey towards becoming a more equitable and inclusive workplace after facing criticism for bias practices, especially in terms of gender equality.

Results and Progress: Through internal audits, [POWERCODE GIRLS] identified areas of improvement and introduced gender-sensitive policies. Revised maternity and paternity leave policies support working parents, and flexible work arrangements accommodate diverse family responsibilities. The organization also actively promotes women in leadership roles, breaking barriers.

Guidelines for Fairness and Equality:

- Conduct regular diversity training.
- Establish transparent promotion criteria.
- Implement a zero-tolerance policy against harassment.
- Ensure equal pay and benefits.
- Form a Diversity and Inclusion Council.
- Encourage Employee Resource Groups (ERGs)