



GREYSOFT TECHNOLOGIES GENDER EQUALITY PLAN (GEP)

1. Introduction Greysoft Technologies is committed to fostering an inclusive, diverse, and equitable work environment. We recognize that gender equality is essential for innovation, productivity, and sustainable development. Our Gender Equality Policy (GEP) outlines our commitment to creating a workplace that promotes equal opportunities for all employees, regardless of gender, and aligns with global best practices and national policies on gender equity.

2. Objectives The primary objectives of our GEP are to:

- Promote gender balance in leadership and decision-making roles.
- Ensure equal opportunities in recruitment, career progression, and compensation.
- Foster a safe and inclusive workplace free from discrimination and harassment.
- Encourage work-life balance and family-friendly policies.
- Strengthen gender-sensitive innovation and research initiatives.

3. Governance and Leadership Commitment

- The leadership of Greysoft Technologies is dedicated to implementing and monitoring the GEP.
- A Gender Equality Committee (GEC) will be established to oversee policy execution and provide recommendations for improvements.
- Regular reporting and reviews will ensure accountability and progress tracking.

4. Recruitment, Retention, and Career Development

- Implement gender-sensitive hiring practices to achieve gender balance across all levels of the organization.
- Ensure equal pay for equal work, eliminating any gender-based wage gaps.
- Provide mentorship and leadership development programs to support career advancement for underrepresented genders.

5. Work-Life Balance and Family-Friendly Policies

- Offer flexible working arrangements, including remote work and adaptable work hours.
- Provide parental leave for all employees, ensuring both maternity and paternity leave policies are in place.
- Support employee wellness programs that cater to diverse family and caregiving responsibilities.

6. Prevention of Gender-Based Violence and Harassment

- Establish clear policies and procedures for reporting and addressing sexual harassment and gender-based discrimination.
- Conduct regular training sessions on gender sensitivity, workplace harassment, and unconscious bias.
- Provide confidential channels for employees to report incidents without fear of retaliation.

7. Gender-Sensitive Research, Innovation, and Digital Inclusion

- Ensure that technology solutions and research initiatives consider gender-specific needs and impacts.
- Promote women's participation in digital literacy programs and AI-driven innovations.
- Encourage female entrepreneurship in the tech sector through targeted incubation and acceleration programs.

8. Monitoring and Evaluation

- Conduct annual gender audits to assess progress and identify areas for improvement.
- Collect and analyze gender-disaggregated data to inform policies and practices.
- Publish an annual Gender Equality Report detailing achievements, challenges, and future plans.

9. Partnerships and Advocacy

- Collaborate with local and international organizations to promote gender equality in the tech industry.
- Participate in global gender equity initiatives and support policies that foster gender inclusion.

10. Conclusion Greysoft Technologies is committed to continuous improvement in gender equality and diversity. This GEP serves as a guiding framework for achieving gender inclusivity within our organization and industry. By implementing this plan, we aim to create a more equitable and innovative workplace for all.

Signed:

For: Greysoft Technologies Limited



Isah Raphael
(MD/CEO)

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