

Connaxis Gender Equality Plan

At Connaxis, we strive for a structured, competitive and international environment that ensures equal opportunities for everyone, regardless of their gender, nationality, ethnicity, age, religion or sexual orientation.

As a SME, we recognize the crucial role we play in shaping societal norms and promoting gender equality. Therefore, we pledge to implement the following initiatives as part of our Gender Equality Plan:

- **Equal Opportunities:** We are committed to providing equal opportunities for all employees, irrespective of their gender identity. This includes recruitment, promotions, and access to leadership roles. All our hiring processes are unbiased and based solely on merit.
- **Pay Equity:** We conduct regular audits to ensure pay equity across all genders within our organization. Any disparities identified due to gender will be promptly addressed to ensure that everyone receives fair and equal compensation for their work.
- **Flexible Work Arrangements:** We understand the importance of work-life balance and therefore we offer flexible work arrangements including remote work, flexible hours, and parental leave policies that support both mothers and fathers.
- **Training and Development:** We provide training and workshops to address gender equality and unconscious gender biases.
- **Zero Tolerance for Discrimination and Harassment:** We maintain a zero-tolerance policy towards any form of discrimination, harassment, or bullying based on gender or any other protected characteristic. Employees are encouraged to report any incidents confidentially, and appropriate action will be taken swiftly.
- **Promoting Gender Diversity:** We are committed to promoting gender diversity at all levels of our organization. We actively seek to recruit and retain talented individuals from diverse backgrounds and ensure that our workplace culture is inclusive and welcoming to everyone.
- **Transparency and Accountability:** We regularly review and report on our progress towards achieving gender equality goals. Feedback from employees is welcome and used to continually improve our policies and practices.

By implementing these initiatives, we aim to create a workplace where all employees feel valued, respected, and empowered to succeed, regardless of gender.

Together, we can build a more equitable and inclusive society for future generations!



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Gender equality responsible



Oscar Casanova Velázquez
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