



**SOLEVO** 

**GENDER EQUALITY  
POLICY**

Gender equality in the workplace is an issue of fairness and equity. It is the idea that everyone should have the same opportunity to succeed regardless of their gender. This includes equal pay, equal access to resources, and equal treatment in the workplace.

This gender policy aims to address those barriers, that especially women face in the workplace, to promote, attract, and retain them in our company.

Our Commitment will be based on **6 Goals**:

**1****Implement policies to promote gender equality**

- Conduct regular pay equity audits to ensure that men and women are being paid the same for the same work.
- Develop a zero-tolerance policy for sexual harassment and discrimination and provide training on how to prevent and report these issues.
- Promote women to leadership positions by including women as part of the interview process for all senior-level hires.

**2****Partner with local organizations**

- Establish partnerships with local organizations that focus on advancing women's rights.
- Encourage employees to volunteer with these organizations and provide support for their involvement.

**3****Promote flexible work arrangements**

- Offer flexible work arrangements such as telecommuting, part-time work, and job-sharing options.
- Create a parental leave policy that is inclusive of both mothers and fathers.

**4****Provide targeted training and education**

- Offer scholarships and training programs for women seeking to enter male-dominated fields.

**5****Increase visibility of successful women in leadership positions**

- Organize events and workshops to showcase the accomplishments of women in leadership roles.

**6****Address cultural and societal barriers**

- Partner with local organizations that focus on advancing women's rights.

This policy must be communicated and implemented in all our countries, respecting the guidelines given by the HR Group and Steering Committee.

This policy reflects our values and our commitment to being a more inclusive company. We will review and update this policy on an ongoing basis to ensure that it remains relevant and effective.

April 23<sup>rd</sup>, 2023

**Chief Executive Officer**



(Joris Coppye)