

# V21 GmbH Gender Equality Plan (GEP)

At V21, we are committed to building a diverse and inclusive workplace where gender equality is valued. As a small startup, we recognize the importance of fostering an environment that promotes equal opportunities for all. Our Gender Equality Plan outlines our strategies and actions to promote gender equality in our organization.

## 1. Leadership and Accountability:

- The founders and leaders of V21 will
  - champion gender equality and act as role models.
  - foster open communication and encourage all employees to provide input and suggestions on gender equality initiatives.
  - Designate a person, a diversity coordinator, to oversee the implementation of the GEP, ensure monitoring and periodic reporting.

## 2. Recruitment and Hiring:

- The diversity coordinator will review and improve our recruitment process to ensure fairness and minimize bias together with company management and hiring managers.
- In the hiring process, diverse candidate pools will be encouraged by exploring multiple sourcing channels and partnerships.
- We promote gender-neutral language and inclusive job descriptions to attract a diverse range of applicants.

## 3. Pay Equity:

- Compensation practices are reviewed periodically by management to ensure fairness and address any potential gender pay gaps.
- Conduct salary audits to identify and rectify any discrepancies.
- Promote Work-Life Balance and Flexible Working:
  - Offer flexible working arrangements to accommodate the needs of employees, including options for remote work, flexible hours, and part-time roles.
  - Support work-life balance by promoting boundaries and encouraging employees to take time off as needed.
  - Ensure that all employees have access to parental leave and other family-friendly policies.

## 4. Training and Development:

- Provide ongoing training and professional development opportunities to all employees, focusing on unconscious bias, diversity, and inclusion.

- Support mentorship programs and encourage women's participation as both mentors and mentees.
- Promote gender diversity in leadership positions through targeted development initiatives.

## 5. Workplace Culture and Inclusion:

- Foster a culture of respect and inclusivity where everyone's contributions are valued.
- Encourage open dialogue and provide a safe space for employees to share their experiences and suggestions.
- Celebrate diversity by organizing inclusive events and initiatives that recognize the achievements of all employees.

## 6. External Engagement:

- Collaborate with local organizations and initiatives focused on gender equality to learn from their experiences and contribute to the larger community.
- Support women's empowerment programs, events, and initiatives in our local community.
- Communicate our commitment to gender equality through our website, social media, and other appropriate channels.

This Gender Equality Plan is a dynamic framework that will evolve as we grow and learn. We are dedicated to creating a supportive and gender-equal startup environment, and we invite feedback and suggestions from our employees to help us improve and achieve our goals.

Signed By

Roland Wiedenroth, CEO & Co-Founder

(Add other Co-Founders and key executives)