

# Gender Equality Plan (GEP)

**Company:** CODEMART **Effective from:** Nov 2025 **Next review:** 2028

## 1. Executive Summary

At **CODEMART**, we believe that gender equality is both a moral imperative and a business advantage. A diverse and inclusive workforce enhances innovation, strengthens collaboration, and ensures that our products and services reflect the needs of all users.

This Gender Equality Plan (GEP) establishes our commitment to creating a workplace where everyone — regardless of gender — has equal opportunities to contribute, develop, and lead.

The plan outlines clear objectives, priority actions, and accountability mechanisms to promote fairness and inclusion across all aspects of our organization.

## 2. Company Context

**CODEMART** is a private software company headquartered in Romania, specializing in computational neuroscience, AI solutions and high quality client tailored solutions. Operating in the dynamic technology sector, we recognize the importance of promoting diversity and gender equality, particularly given the underrepresentation of women and gender-diverse professionals in technical and leadership roles across the industry.

Our current workforce (as of 2025) consists of approximately 30% women and 70% men, with a slightly higher proportion of women in management positions. We aim to strengthen gender balance and inclusion through equitable recruitment, fair pay, and professional development opportunities for all employees, because from our experience, everybody behaves better when the group is in equilibrium.

This Gender Equality Plan (GEP) complements our broader Human Resources and corporate responsibility strategies and aligns with the **Romanian legal framework on gender equality**, including:

- **Law no. 202/2002** on Equal Opportunities and Treatment Between Women and Men, as amended – the primary national law governing equality in employment, pay, promotion, and workplace conduct, enforced by the *National Agency for Equal Opportunities between Women and Men (ANES)*.
- **Government Ordinance no. 137/2000** on the Prevention and Sanctioning of All Forms of Discrimination – establishing the general framework against discrimination, implemented by the *National Council for Combating Discrimination (CNCD)*.
- **Law no. 53/2003 – Labour Code** – including provisions on non-discrimination, equal pay for equal work, and the protection of maternity and parental rights.
- **National Strategy for Equal Opportunities between Women and Men 2022–2027**, adopted by the Government of Romania, setting strategic directions for equality, work–life balance, and prevention of gender-based violence.

Through this plan, **CODEMART** reaffirms its compliance with Romanian law and its proactive commitment to building an inclusive, respectful, and equitable workplace culture that reflects both our corporate values and the principles of sustainable development.

## 3. Objectives of the Gender Equality Plan

The GEP aims to:

1. Ensure equal opportunities in recruitment, pay, promotion, and leadership.
2. Foster a workplace culture of respect, inclusion, and belonging.
3. Support work–life balance for all employees.

4. Eliminate gender-based bias and harassment.
5. Integrate gender awareness in product design and communication.
6. Establish transparent data and monitoring systems for continuous improvement.

## 4. Governance and Accountability

- **Executive Responsibility:** The CEOs and Executive Team oversee the implementation of the GEP and integrate gender equality objectives into the corporate strategy.
- **Gender Equality Committee (GEC):** A cross-departmental body including HR, Engineering, and Operations representatives monitors implementation and reports every 2 years (when the CCM is being developed).
- **HR Department:** Responsible for operational actions, including pay audits, inclusive recruitment, and staff training.
- **Employees:** Expected to uphold the principles of equality and respect in daily interactions and teamwork.

Progress is reviewed annually, and an updated GEP is issued every 3 years.

## 5. Baseline and Analysis

A gender baseline assessment conducted in 2025 identified the following key areas for improvement:

- **Representation:** Women comprise 27% of total staff, 33% of senior managers and 20% of technical specialists.
- **Pay Equity:** The overall gender pay gap stands at [N]% (based on median salary).
- **Recruitment:** Women represent about 30% of shortlisted candidates for technical roles, due to lower application rate.
- **Culture:** Employee discussions highlight a comfortable environment to work in, regardless of gender or other differences that we might have, but also make us unique and valuable.
- **Work-Life Balance:** Employees value flexibility and consistency in remote and parental leave policies.

These insights inform the action plan below.

## 6. Strategic Priorities and Key Actions

### 6.1 Inclusive Recruitment and Hiring

- Use gender-neutral and inclusive language in all job descriptions.
- Require balanced shortlists and diverse interview panels.
- Partner with women-in-tech networks and universities to attract diverse talent.
- Track gender distribution across hiring stages.

### 6.2 Equal Pay and Career Development

- Conduct annual pay audits and publish gender pay gap summaries internally.
- Ensure transparent salary bands and promotion criteria.
- Launch mentoring and sponsorship programs for women and underrepresented employees.
- Provide career development workshops and leadership training.

## 6.3 Work–Life Balance and Flexible Work

- Offer flexible and hybrid work options for all roles where feasible.
- Strengthen parental leave policies (equal opportunities for all parents).
- Support smooth reintegration after leave through tailored return programs.
- Encourage a results-oriented culture over presenteeism.

## 6.4 Leadership and Decision-Making

- Increase the proportion of women in technical leadership to about 30% by 2028.
- Include gender equality goals in managers' performance reviews.
- Offer inclusive leadership training to all employees.

## 6.5 Inclusive Culture and Awareness

- Conduct training on unconscious bias and inclusive communication.
- Celebrate diversity milestones and highlight role models.
- Establish an internal Employee Resource Group (ERG) for women and allies.
- Incorporate inclusion topics into onboarding and company-wide events.

## 6.6 Prevention of Harassment and Gender-Based Violence

- Maintain a zero-tolerance policy toward discrimination or harassment.
- Provide confidential reporting channels and clear investigation procedures.
- Offer support to victims and ensure non-retaliation.
- Regularly review and communicate reporting mechanisms.

## 6.7 Gender in Products and Communications

- Review product design and user interfaces to ensure gender inclusivity.
- Use balanced representation in marketing, imagery, and public communications.
- Ensure product testing includes diverse user profiles.

# 7. Monitoring, Evaluation, and Reporting

### **Indicators and Metrics:**

- Gender ratio by department and level.
- Recruitment and promotion rates by gender.
- Gender pay gap (median and mean).
- Participation in training and mentoring programs.
- Employee satisfaction survey scores (by gender).

### **Reporting:**

- Annual progress report submitted to senior management and shared internally.
- Key results included in sustainability or ESG reporting.

- GEP reviewed periodically to update goals and incorporate feedback.

## 8. Resources and Implementation

- Dedicated budget within the HR/DEI framework.
- Allocation of 20% of HR staff time to coordinate GEP actions.
- Partnership with external consultants or networks when needed.
- Integration of gender equality into strategic planning, performance reviews, and staff communications.

## 9. Annexes

- Workforce statistics (gender-disaggregated).
- Company Equality and Inclusion Policy.
- Template for annual gender pay analysis.
- Glossary of key terms.

## Summary Statement

*At CODEMART, gender equality is not an isolated initiative — it is integral to how we attract talent, build technology, and serve our customers. Through this plan, we commit to measurable progress toward a more balanced, fair, and inclusive workplace.*

Furtos Lucian Liviu  
General manager



Lia Domide  
Director of development

A handwritten signature in blue ink that reads "Lia Domide".