



Gender Equality Plan (GEP)

1. Introduction

SADE Group is committed to promoting gender equality, diversity, and inclusion across all its activities. This Gender Equality Plan (GEP) sets out principles, objectives, and concrete measures to ensure equal opportunities for all genders within the organization, in line with EU values and best practices.

2. Scope and Objectives

The GEP applies to all employees, management, consultants, and collaborators of SADE Group. Its main objectives are to:

- Ensure equal treatment and opportunities regardless of gender
- Promote a balanced and inclusive working environment
- Prevent discrimination, harassment, and gender bias
- Integrate gender equality principles into organizational policies and practices

3. Governance and Responsibility

- Senior management is responsible for endorsing and overseeing the implementation of the GEP
- Employees are encouraged to actively support and contribute to gender equality measures

4. Gender Balance in Recruitment and Career Progression

- Recruitment processes are based on transparency, merit, and equal opportunity
- Job announcements use gender-neutral language
- Equal access to professional development, training, and promotion opportunities is ensured
- Efforts are made to encourage gender balance across roles and levels of responsibility

5. Work-Life Balance and Organizational Culture

- SADE Group promotes flexible working arrangements where feasible
- Equal support is provided for parental and family-related responsibilities
- A respectful and inclusive organizational culture is actively encouraged

6. Gender Equality in Leadership and Decision-Making

- SADE Group promotes balanced gender representation in management and decision-making roles
- Leadership development opportunities are equally accessible
- Gender equality considerations are integrated into strategic planning and governance

7. Prevention of Gender-Based Violence and Harassment

- SADE Group applies a zero-tolerance policy toward harassment and discrimination
- Clear procedures are in place for reporting and addressing complaints confidentially
- Awareness-raising actions are conducted to ensure a safe working environment

8. Monitoring and Evaluation

- Gender-disaggregated data may be collected where appropriate and lawful

- Progress on gender equality objectives is reviewed periodically
- The GEP will be updated as needed to reflect organizational or regulatory changes

9. Communication and Awareness

- This GEP is communicated internally and made available to relevant stakeholders
- Awareness activities support understanding and implementation of gender equality principles

10. Entry into Force

This Gender Equality Plan enters into force upon approval by SADE Group management and applies to all organizational activities.

Approved by: SADE Group Management

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