

# Gender Equality Plan

**Web 8 Innovations Core Ltd**

**Effective date:** 01/01/2026

**Review cycle:** Annual

**Approved by:** Stavros Kalokairinos / Managing Director

## 1. Purpose

Web 8 Innovations Core Ltd is committed to maintaining a fair, inclusive, respectful, and merit-based working environment in which all individuals have equal access to opportunities, resources, progression, and participation, regardless of gender.

This Gender Equality Plan sets out the company's commitments, principles, and actions to promote gender equality in recruitment, work allocation, career development, pay practices, decision-making, and everyday working culture. It also supports the company's wider commitment to non-discrimination, dignity at work, and equal opportunity.

## 2. Scope

This plan applies to:

- directors and officers of the company
- employees, if any
- contractors, subcontractors, and consultants engaged by the company
- interns, trainees, and collaborators where applicable
- recruitment, procurement, partnership, and project-delivery processes where the company has influence or decision-making authority

## 3. Policy Statement

Web 8 Innovations Core Ltd does not tolerate discrimination, harassment, victimisation, exclusion, or bias on the basis of gender, gender identity, gender expression, pregnancy, maternity, parental status, or related characteristics protected under applicable law.

The company is committed to:

- equal opportunity in recruitment and engagement
- fair and objective allocation of work, pay, and responsibilities
- inclusive participation in decision-making and leadership opportunities
- a respectful working culture free from harassment and intimidation
- support for work-life balance and caregiving responsibilities
- periodic review of internal practices to identify and reduce structural or unconscious bias

## 4. Governance and Accountability

Overall accountability for this plan sits with the **Managing Director**.

The Managing Director is responsible for:

- approving and publishing this plan
- overseeing implementation
- ensuring proportionate resources are allocated
- reviewing relevant data annually
- taking corrective action where issues are identified
- ensuring complaints or concerns are handled appropriately and confidentially

Given the company's size, formal implementation may be handled directly by management rather than a separate committee. Where external HR, legal, or compliance advisors are engaged, they may support review and implementation as needed.

## 5. Core Principles

The company will apply the following principles:

### 5.1 Merit and fairness

All hiring, engagement, and progression decisions will be based on skills, experience, qualifications, performance, and business need.

### 5.2 Equal access

No person should be disadvantaged because of gender or caregiving responsibilities in access to work, meetings, training, progression, visibility, or leadership.

### 5.3 Respect and safety

All collaborators must be treated with dignity and professionalism. Sexist language, stereotyping, exclusionary conduct, and harassment are unacceptable.

### 5.4 Proportionality

As a small enterprise, the company will implement measures proportionate to its size and structure, while still maintaining clear standards and evidence of action.

### 5.5 Continuous improvement

The company recognises that equality requires active review, not passive good intentions. Practices will be reviewed annually and improved where needed.

## 6. Objectives

Over the period covered by this plan, Web 8 Innovations Core Ltd will pursue the following objectives:

1. Maintain gender-neutral and inclusive recruitment and engagement practices.
2. Reduce the risk of bias in selection, pay-setting, role allocation, and project visibility.
3. Support flexible and fair working arrangements where operationally feasible.
4. Maintain a zero-tolerance approach to harassment and inappropriate conduct.
5. Improve awareness of equality, inclusion, and unconscious bias in management and collaboration practices.
6. Monitor basic gender-related indicators in a proportionate manner and review progress annually.

## **7. Action Areas and Measures**

### **7.1 Recruitment and selection**

The company will:

- use gender-neutral language in job descriptions, scopes of work, and calls for subcontractors
- avoid unnecessarily restrictive requirements that may indirectly exclude qualified candidates
- assess candidates against objective role-related criteria
- keep a brief written rationale for significant hiring or engagement decisions where practical
- seek diverse candidate pools where possible, particularly for recurring subcontractor roles or specialist collaborators

### **7.2 Pay, fees, and work allocation**

The company will:

- apply consistent and role-relevant criteria when setting compensation, fees, or day rates
- review pay and fee decisions periodically for unexplained differences linked to gender
- allocate responsibilities, client exposure, and advancement opportunities based on objective factors
- avoid informal patterns in which high-visibility work is consistently channelled to one gender

### **7.3 Career development, training, and leadership opportunities**

The company will:

- provide equal access to training, conferences, strategic project involvement, and leadership opportunities
- avoid assumptions regarding ambition, availability, or suitability based on gender or parental status
- encourage participation in decision-making and client-facing opportunities on an equal basis

### **7.4 Work-life balance and caregiving**

The company recognises that unequal caregiving burdens can affect participation and advancement.

The company will therefore:

- consider flexible scheduling, remote participation, and practical accommodations where operationally feasible
- avoid penalising individuals for reasonable caregiving-related constraints
- schedule meetings and deadlines with awareness of work-life balance where possible
- support a culture in which family and caregiving responsibilities are treated as legitimate considerations, not as signals of lower commitment

## **7.5 Dignity at work, harassment, and complaints**

The company will:

- maintain a zero-tolerance stance toward sexual harassment, gender-based harassment, bullying, and retaliatory behaviour
- provide a clear route for reporting concerns confidentially to the Managing Director or, where appropriate, an external advisor
- investigate concerns proportionately, fairly, and promptly
- take corrective action where misconduct is identified
- protect individuals who raise concerns in good faith from retaliation

## **7.6 Inclusive communication and culture**

The company will:

- encourage inclusive, respectful, and professional language in internal and external communications
- challenge stereotyping, dismissive behaviour, or exclusionary dynamics in meetings and project work
- ensure all contributors are given an appropriate opportunity to be heard in collaborative settings
- seek to represent gender equality appropriately in company materials, presentations, and public-facing communications where relevant

## **7.7 External collaboration and subcontracting**

Because the company works with partners and subcontractors, it will also:

- communicate expected standards of professional conduct to collaborators
- reserve the right to address or terminate collaborations where serious discriminatory or harassing conduct occurs
- seek, where commercially reasonable, to work with partners who demonstrate professional and inclusive practices

# **8. Awareness and Training**

The European Commission identifies awareness raising and training on gender equality and unconscious bias as one of the core process elements of a compliant GEP.

Accordingly, Web 8 Innovations Core Ltd will:

- ensure that management reviews this plan annually
- undertake at least one annual awareness action on gender equality, inclusion, unconscious bias, or respectful workplace conduct
- provide relevant guidance to any staff or recurring subcontractors involved in recruitment, team management, or supervision

For a small company, this may be satisfied through short annual training sessions, management briefings, policy refreshers, or documented review workshops.

## 9. Data Collection, Monitoring, and Review

The European Commission also expects sex/gender-disaggregated data collection, monitoring, and annual reporting based on indicators as part of the core GEP framework.

In a proportionate manner, the company will review, where data exists and processing is lawful:

- gender breakdown of employees and regular subcontractors
- gender breakdown of applicants or shortlisted candidates, where practical
- gender breakdown of leadership, decision-making, and client-facing roles
- compensation or fee comparisons for similar roles or scopes
- participation in training and development opportunities
- any reported complaints related to discrimination or harassment

Because the company is small, data may be limited and should be handled carefully to protect privacy and avoid disclosure of personal information. Any public reporting will remain high level and GDPR-compliant. The Commission expressly notes that not all internal information, such as detailed budget information, needs to be public; what matters is that the public document evidences the required commitments and processes.

## 10. Targets for the Current Plan Period

For the first implementation cycle, the company adopts the following practical targets:

- publish and maintain this Gender Equality Plan on the company website or make it publicly accessible
- ensure management formally reviews the plan once per year
- ensure all future recruitment or subcontractor role descriptions use gender-neutral language
- carry out one annual review of pay/fee consistency for comparable roles or engagements
- carry out one annual awareness or training action
- document and review any gender-related complaint or concern raised during the period

- review whether decision-making, leadership exposure, and project visibility are being distributed fairly

## 11. Complaints and Escalation

Any person covered by this plan who believes they have experienced or witnessed conduct inconsistent with it may raise the matter with the Managing Director in confidence.

Reports will be handled:

- seriously
- as confidentially as reasonably possible
- without retaliation
- with appropriate documentation and follow-up

Where appropriate, the company may seek external legal or HR advice.

## 12. Publication and Review

This plan is approved by senior management and will be reviewed annually.

The annual review will assess:

- actions completed
- any complaints or incidents raised
- available workforce and engagement data
- whether targets remain appropriate
- whether any new measures should be added

An updated version may be issued where required.

## 13. Approval

Approved by:

**Stavros Kalokairinos**  
**Managing Director**  
**Web 8 Innovations Core Ltd**

Date: **01/01/2026**