

logicdev Gender Equality Plan

Employees are the most important capital of any company, especially in times of immense international competition. A successful company must therefore offer employees an inspiring working environment: This can be achieved with a culture of openness, diversity, and appreciation.

Aware of the fundamental importance of an open gender culture for technical excellence, logicdev pursues a comprehensive strategy to support diversity so that different technical and social skills from different educational contexts and gender-role-specific competences can develop optimally in the interest of logicdev's mission.

logicdev commits itself to the career advancement of women and to creating positive and career-enhancing conditions for women. It therefore sees it as a joint task of all members of logicdev to achieve the objective that women and men have opportunities to develop according to their qualifications and that any existing discrimination against women and men is eliminated or counterbalanced. The actual equal treatment of women and men and the career advancement of women shall be appropriately reflected in the human-resource policy of logicdev, in particular the strengthening of gender competences of all members of logicdev, in research as well as in the distribution of resources (gender mainstreaming and gender budgeting). This is an important obligation for persons in management positions.

Objectives of the Gender Equality Plan

- Implementation of structures for ongoing discussion and ensuring a permanent gender discourse
- Sustainable provision of resources for gender equality measures
- Increasing the proportion of women through recruiting, personnel development and the provision of adequate work-life balance
- Supporting an appreciative organizational and communication culture through clear positioning and messages to market competitors externally and to all employees and affiliates internally

Participatory Anchoring

For an effective and continuous implementation of gender equality measures, the different hierarchical levels and employee groups are invited to be involved in the development of gender activities.

Gender Monitor

The Gender Monitor provides logicdev with a useful source of data over time. Key figures are collected and published every two years on the following aspects:

Recruiting

- Ratio of female applications to recruitment of female employees

Career development

- Proportion of women by occupation

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- Share of women by occupational level

Reconciliation of professional and private life

- Use of (parental) leave option across all employee groups

Resources and Budget

logicdev provides a budget based on the needs and the actions taken. Personal resources and responsibilities are assigned under the corresponding items of this plan.

Measures of the Gender Equality Plan

An organizational culture and work-life balance are key factors for gender-equality, which in turn is the prerequisite for innovation, attractiveness as an employer and thus economic success. The following measures therefore support gender-responsive communication and, above all, the creation and maintenance of gender-responsive framework conditions in the company:

- Gender equality, respect and empowerment are at the heart of our understanding.
- The use of gender-equitable language in internal and external communication is mandatory.

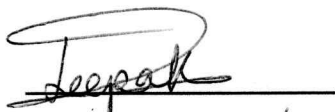
Objective: Supporting our employees in creating personal work-life balance

The expectations for a work-life balance depend on what stage of life and career someone is in. logicdev makes it possible to organize working life according to individual needs and thus achieve an optimal work-life balance.

- Flexible (part-time) working models: Possibility to arrange flexible working time adapted to individual needs in terms of extent and location as well as flexibility of the place of work (Teleworking).
- Support for paternity leave and part-time leave for fathers

Objective: Increasing the proportion of qualified female applicants for vacancies at all hierarchical levels

- Job advertisements are designed in a gender-sensitive way.
- Balanced selection process – obligatory participation of women in the selection process.
- Unconscious Bias trainings offer for all those persons involved in personnel recruitment

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