

GENDER EQUALITY PLAN

2024-2026

REV.	DATE	WRITING	VERIFICATION	VALIDATION
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INDEX

1. INTRODUCTION	3
2. CONTEXT & STATE OF PLACE	3
2.1. The company	3
2.2. Composition of the team.....	4
2.3. Management composition and governance.....	4
2.4. Conclusion	4
3. AREAS OF IMPROVEMENT.....	5
3.1. Raise awareness of gender equality and the principles of diversity and inclusion.....	5
3.2. Improving the personal/professional life balance	5
3.3. Improve the gender balance in recruitment, while guaranteeing equal pay	6
3.4. Integrate the gender dimension into our actions.....	7
3.5. Fight against gender-based violence	7
4. IMPLEMENTATION, MONITORING AND EVALUATION OF THE GEP ACTION PLAN	7

LIST OF FIGURES

Figure 1 : Composition of the team	4
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1. INTRODUCTION

This 2024-2026 gender equality plan (GEP) formally presents the actions that we are carrying out and that we wish to carry out in order to promote gender equality within our small company, ISYmap.

Indeed, the commitment of all companies to this approach, from the smallest to the largest, seems essential to us if we want things to evolve in the right direction.

Due to the size of our company, the inventory was quick but necessary. In particular, it made it possible to concretely question the tools and actions already implemented within the company and then to identify areas for improvement (monitoring indicators, internal and external communication/information, etc.). These elements will be presented below.

Finally, it is essential to bring this plan to life, to nourish it but also to ensure that on a daily basis, gender equality is truly at the heart of a broader human resources policy of inclusion and diversity.

2. CONTEXT & STATE OF PLACE

2.1. The company

ISYmap was created in 2016, it develops and markets connected radiological measuring instruments as well as intelligent robots for classic to severe environments, presenting a risk for humans and/or access constraints.

The company's head office is located in Pont-Saint-Esprit (Gard). The company also has an office located in Saint-Aunès (Hérault).

To date¹, the team is made up of 8 people.

¹ 14/10/2024

2.2. Composition of the team

The team is **predominantly male**, with 75% men, or 6 out of 8 people.

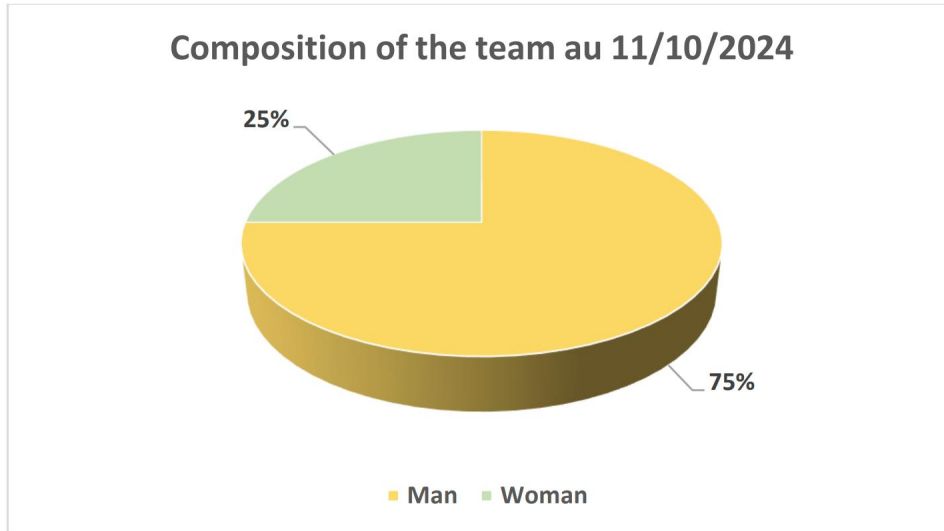


Figure 1 : Composition of the team

2.3. Management composition and governance

The management team is made up of two men, in technical management, and one woman in charge of the administrative and financial “support” services.

2.4. Conclusion

The overwhelming majority of male representation within the company can be explained in particular with regard to the areas of expertise used such as IT, robotics, electronics, mechanics, etc.

These are traditionally areas of expertise where men are overrepresented.

The training sectors from which apprentices come are therefore no exception.

Even if this tends to improve, the share of female candidates during recruitment remains very low.

However, actions can be taken within the company to ensure that we are not satisfied with this situation.

The different areas of improvement are described below with:

- One or more main objectives
- A state of the existing
- An action plan
- Monitoring indicators

3. AREAS OF IMPROVEMENT

The main areas for improvement identified are:

- Raising staff awareness of gender equality and the principles of diversity and inclusion
- Improving the personal/professional life balance
- Improving the gender balance in recruitment, while guaranteeing equal pay
- Integration of the gender dimension in the actions of the company and its team
- The fight against gender-based violence

3.1. Raise awareness of gender equality and the principles of diversity and inclusion

❖ Goals:

Promote team support for the theme of gender equality

❖ State of existing:

Display in the premises of the head office (Pont-Saint-Esprit) of mandatory information on the fight against discrimination.

❖ Action plan:

Presentation of the GEP in a team meeting.

Provision of the GEP in the employees' shared folder.

Provision of mandatory information on the fight against discrimination in the shared employee file.

Systematic communication of the GEP to new employees.

Publication of the GEP on the website.

Training of the administrative and financial director (AFD), also in charge of human resources, on the issue of gender equality.

Designation and training of a "Harassment" representative.

Integration of the gender issue into the Internal Regulations.

Strengthen displays and information/communications on this subject within the company.

❖ Indicators:

Number of employees who have become aware of the GEP (objective: 100%).

3.2. Improving the personal/professional life balance

❖ Goals:

Promote balance between personal and professional life by integrating the gender issue into the definition of the company's human resources policy.

❖ State of the existing:

Teleworking granted on request but absence of a formalized agreement.

All employees are subject to the collective schedule, refusal to implement the day package.

Flexibility regarding the provision of paid leave with a flexible notice period, the possibility of taking half-days, etc.

Granting of unpaid leave possible, including over several weeks.

Right to disconnect applied but no formalization.

Organization of meetings only between 9 a.m. – 12 p.m. and 2 p.m. – 5 p.m. (collective working hours: 8:30 a.m. – 12 p.m. and 1:30 p.m. – 5 p.m.) except for very specific constraints (external meeting, large participants, etc.).

Recovery of travel time for business trips made outside collective working hours.

❖ **Action plan:**

Formalization then presentation of a Charter relating to the right to disconnect.

Formalization then presentation of an agreement relating to teleworking.

Reminders regarding working hours, working hours, daily working time, etc.

Initiate a reflection regarding the implementation of menstrual leave.

Start thinking about extending paternity leave.

Introduce questions relating to personal/professional life balance and the right to disconnect into the framework of the annual individual interview organized by ISYmap.

❖ **Indicators:**

Proportion of employees believing that the company promotes a balance between personal and professional life.

3.3. Improve the gender balance in recruitment, while guaranteeing equal pay

❖ **Goals:**

Guarantee equal opportunities, regardless of gender, in recruitment and guarantee equal pay.

❖ **State of the existing:**

Compliance with the classification and remuneration scales of the applicable collective agreement without distinction relating to gender.

Favorable remuneration policy for apprentices: apprentices are paid only according to their level of study. Age and seniority within the company, if less favorable, are not taken into account.

❖ **Action plan:**

Write a Recruitment Charter including the gender issue.

❖ **Indicators:**

Wage gap for equal skills between men and women.

Statistics by gender in the recruitment process (application, interview, etc.)

3.4. Integrate the gender dimension into our actions

❖ Goals:

Ensure that the company and its team do not convey gender stereotypes.

❖ Action plan:

Ensure that the content of all formal and informal communication internally and externally of the company does not convey any gender stereotypes.

3.5. Fight against gender-based violence

❖ Goals:

Guarantee the team a safe working environment.

❖ State of the existing:

Regulatory signage in place in the head office premises (Pont-Saint-Esprit).

❖ Action plan:

Designation and training of a “Harassment” representative.

Establishment and dissemination of an alert procedure.

Revision of the annual individual interview framework to introduce a question on knowledge of our charters and processes on gender issues (GEP, alert procedure, etc.).

Carrying out an awareness-raising action around sexist behavior (once/year).

❖ Indicators:

Number of employees made aware.

Number of people who know the “Harassment” referent.

Number of people who became aware of the alert procedure.

4. IMPLEMENTATION, MONITORING AND EVALUATION OF THE GEP ACTION PLAN

The GEP is led by Charlotte CAMILLERI, AFD and also in charge of human resources within the company.

To ensure the monitoring of the action plan as well as its updating at the end of the period (GEP 2024-2026), a “Gender Equality” Steering Committee (COFIL) will meet, at least, semiannually and if necessary, as much as necessary.

This COFIL will bring together the person in charge of human resources management within the company (AFD), the “Harassment” representative and the employee(s) who will volunteer. The President will be invited if the agenda requires it.

At the end of these meetings, a work report will be sent to all employees (monitoring of actions, indicators, problems possibly encountered, etc.).

At the end of the period of this first plan (2026), this same COPIL plus other volunteer employees will meet in order to update the plan and include an assessment of the application of the first GEP.

