



# **OSEVEN** **POLICY**

Gender Equality Plan

This Gender Equality Plan was drafted by the OSeven team and approved by Mr. Vasileios Stivaktakis, under his capacity as legal representative of the company on 24/10/2022 and is implemented since this date.

# Purpose and Scope

Gender equality is regarded as an essential human right for the development of society and for the full participation of everyone, regardless of their gender. The concept of gender equality translates into equal rights, freedom, and opportunities for all genders, with the goal of promoting equal value, recognition and participation in all spheres of public and private life. It is a concept that has been receiving special attention and has become more relevant to the main international entities over the last few years.

Considering the pivotal contribution of business organisations to a fully democratic and inclusive society, as well as the relevance of diversity, particularly gender, for the balance and development of its businesses, OSeven has been dedicating particular consideration to this topic.

Being a niche company in the insurtech and fintech sector, it is vital for OSeven to address gender equality to effectively achieve sustainable outcomes in the long run.

OSeven aspires to explore and drive the future of mobility, road safety, safe & eco driving. We believe mobility and transportation are about to undergo drastic changes over the following years and we want to be there as a pioneer at first, and finally as a leader. We believe in change, but most importantly we believe there can be no innovation without a change in traditional ideas, mentality, and way of thinking. Innovation is best created in an organization with equal opportunity, diversity and gender balance. Promoting equality and tolerance regardless of a persons' gender identity or culture is also a prerequisite for OSeven's values and belongs among its priorities. In this direction, the OSeven product strongly supports gender equality, as the users are evaluated based on their driving behaviour and not based on their gender or any other demographic characteristics.

The vision for gender equality contributes substantially to improving the well-being of persons, independent of gender. In the 20<sup>th</sup> century, important progress has been made towards achieving gender equality. However, having entered the 21<sup>st</sup> century, much remains to be done.

The "OSeven Gender Equality Plan" provides an overview of the gender dimension within the company with a vision to enhance the gender-sensitive dimension with respect to OSeven's employees, projects and activities overall. In our view, examining gender issues mitigates impediments to social and economic prosperity, reduces the possibility of gender bias and improves the return on investment.

As it is obvious from the above, gender issues play an important role in the areas of OSeven's focus and the company's agenda.

This Gender Equality Plan covers all areas of OSeven's work, applies to the years 2022-2024, and its objective is to serve as a tool and framework for enhancing gender equality in the workplace of OSeven. This Gender Equality Plan is devised according to national and European laws and aligns with national initiatives and actions focusing on equality of women and men, rights, discrimination banning, equality treatment, combating harassment in workplace etc. Specific policies and measures can be found below.

# Terms & Definitions

**Sex** refers to the biologically determined characteristics of persons in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living things as male or female.

**Gender** refers to the social construction of persons, of femininity and masculinity, which varies in time and place, and between cultures. The notion of gender appeared in the seventies and was put forward by feminist theorists who challenged the secondary position of women in society. It departs from the notion of sex to signal that biology or anatomy is not a destiny. It is important to distinguish clearly between gender and sex. These terms are often used interchangeably while they are conceptually distinctive.

**Gender equality** refers to the situation where individuals of all genders are free to develop their personal abilities and make choices without the limitations imposed by strict socially constructed roles. The different behaviours, aspirations and needs of persons are considered, valued and favoured equally.

**Equal opportunities** for persons of all genders indicate the absence of barriers to economic, political and social participation on the grounds of gender.

**Gender dimension** in research and development indicates the integration of and evolving of social/cultural features of persons of any gender. It invites researchers to conduct gender analysis when developing concepts and theories, formulating research questions, collecting and analysing data and using the analytical tools that are specific to a scientific area. It includes the ways in which the situation, challenges faced and needs of all persons of different genders differ. It aims at eliminating inequalities and avoiding their perpetuation, as well as at promoting gender equality within a particular policy, program or procedure.

**Gender bias** is the often unintentional and implicit differentiation between persons of different genders, by placing one gender in a hierarchical position relative to the other in a certain context. It results from stereotypical images of masculinity and femininity.

**Gender balance** refers to human resources and equal participation of persons of all genders in all areas of work, projects or programs.

**Intersectional factors** such as racial or ethnic origin, age, socioeconomic status, sexual orientation, or disability, combine with gender to shape a person's or a group's experience and social opportunities, thereby influencing the form of discrimination and inequality they encounter.

**Empowerment of women** is the process by which women gain power and control over their own lives and acquire the ability to make strategic choices.

**Gender analysis** is the critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect persons of all genders in a given policy area, situation or context.

# Legal Framework In Terms Of Equality

## International Framework

For the first time in history, in 1948, the Universal Declaration of Human Rights of the United Nations in its first article *“all humans are born free and equal in dignity and rights”* established equality between the sexes as a fundamental right.

The 2030 Agenda for Sustainable Development was adopted in 2015 by all Members of the EU States and the United Nations. Gender equality is a cross-cutting aspect of all 17 global Sustainable Development Goals (SDGs). Additionally, SDG 5: ‘Achieve gender equality and empower all women and girls’ is dedicated to Gender. Paragraph 20 of the 2030 Agenda focuses on the need to close the gender gaps and support gender equality by gender mainstreaming. Moreover, a specific indicator of t SDG 5 is dedicated on gender budgeting (indicator 5.C.1.).

## EU Framework

Accordingly, gender equality is of the outmost importance in the EU, and it is explicitly included in the common values on which the Union is founded.

The EU Charter of Fundamental Rights prohibits discrimination in all areas and recognizes the right to gender equality encouraging positive action for its promotion.

Since 1996, the European Commission has adopted a ‘dual approach’ towards fulfilling the vision for gender equality. The ‘dual approach’ involves mainstreaming a gender perspective in all policies, implementing at the same time specific measures to eliminate, prevent or remedy gender inequalities.

Gender equality in the European Union is protected by the following EU legal and policy documents:

- Articles 2 and 3(3) of the founding Treaty on European Union (TEU), Articles 21 and 23 of the Charter of Fundamental Rights, and Articles 8 and 157 of the Treaty on the Functioning of the European Union (TFEU), all of which call for equality between women and men.
- The Treaty of Lisbon, which includes a commitment to gender equality through Declaration No. 19, annexed to the Final Act of the Intergovernmental Conference that adopted the Treaty.
- The EU Economic Growth Policy (Europe 2020) entails increasing women’s labour market participation as an objective.
- The Barcelona targets, which include a specific target on childcare coverage to facilitate the reconciliation of work and private life for both women and men.

Gender equality is addressed in a series of Directives including:

- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work life balance for parents and carers and repealing Council Directive 2010/18/EU.

- Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 69/34/EC (Text with EEA relevance).
- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC.
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).
- Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services.
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.
- Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC.
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health of pregnant workers and workers who have recently given birth or are breastfeeding.
- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security.
- Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.
- Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women.

Pay gaps and organizational diversity are also priorities for the European Commission directly linked with EU Funds' objectives. These priorities have been clearly set:

- in the legally binding Directive 2014/95/EU (on disclosure of non-financial and diversity information by certain large undertakings and groups),
- in the non-binding Recommendation 2014/124/EU (on strengthening the principle of equal pay between men and women through transparency) and
- in the EU action plan 2017-2019: 'Tackling the gender pay'.

The framework for Strategic Engagement for Gender Equality 2016-2019 underlined that the EU Funds are the EU's main investment tool promoting gender equality through:

- continuous monitoring and support for Member States in achieving the Barcelona goals on childcare;
- taking into consideration public consultation results on work-life balance;
- facilitating Diversity Charter platforms to support companies' increase the participation of women in labour-market;
- integrating a gender perspective into the European Agenda on Migration relative to barriers to migrant women's employment;
- awareness-raising to promote women's entrepreneurship.

The 2011 – 2020 Gender Equality Pact consisted of the following goals relative to gender equality:

GENDER EQUALITY PLAN

- to close gender gaps and combat gender segregation in the labour market,
- to promote better work-life balance for women and men, and
- to tackle all forms of violence against women.

The European Pillar of Social Rights (2017) laid down the framework towards achieving better living and working conditions across the EU. It is conceived around four categories: (i) equal opportunities and access to the labour market (including ‘key principle 2: gender equality’), (ii) fair working conditions, (iii) social protection, and (iv) inclusion.

## UK Framework

The UK has a long tradition in protecting and promoting gender equality, and has adopted many legislative initiatives on the issue. The most important are:

- The Sex Discrimination Act of 1975;
- The Sex Discrimination Act (Election Candidates) of 2002;
- The Equal Pay Act of 1970;
- The Sex Discrimination (Gender Reassignment) Regulations of 1999;
- The Equality Act of 2006;
- The Equality Act of 2010.

## Greek Framework

The Greek legislation also includes notable provisions for gender equality. These are:

- Constitution Articles 4(2), 22(1)(b) and 116(2);
- Law 4808/2021, implementing Directive 2019/1158;
- Law 4604/2019 “On the promotion of substantive gender equality”;
- Law 4443/2016, implementing Directive 2000/78/EC;
- Law 4097/2012, implementing Directive 2010/41/EU;
- Law 4075/2012, Articles 48-54, implementing Directive 2010/18/EU;
- Presidential Decree 80/2012;
- Law 3896/2010, implementing Directive 2006/54/EC;
- Law 3769/2009, implementing Directive 2004/113/EC;
- Presidential Decree 176/1997, implementing Directive 92/85/EEC;
- Law 1483/1984 “Protection and Facilitation of workers with Family Responsibilities”.

# OSeven Principles

The values of inclusion and diversity are part of OSeven's matrix since its genesis, being intrinsically related to the development, growth and diversification of its businesses and integrating a prominent place on the agendas of our top management.

It must be underlined that OSeven was founded by a mixed-gender team (two male and one female), thus having a decisive feminine perspective and influence since its very first days.

Over the course of time, these same values have been actively fostered across the entire company, through the promotion of equal opportunities for all, regardless of their role and position within the company, as well as their gender identity, sex change, ethnicity, age, religion or sexual orientation. It has been intrinsic for OSeven to develop and implement a corporate strategy that focuses on and invests in the merit-based development of its persons, adopting an approach that aims to ensure sustainability in persons management, namely concerning equal opportunities regardless of gender.

## Methodology and Scope

Our Gender Equality Plan has a core organizational value. It sets guiding principles for mainstreaming gender equality objectives and accountability measures throughout our company's operations, structures, and projects.

Establishing and implementing a gender equality policy means that OSeven:

- benefits from the process of developing the policy, which requires identification and prioritization of gender gaps as well as broad internal consultation and awareness raising, and
- sets standards and guidelines, which allows the company to harmonize and benchmark its gender equality in every aspect of its operations.

OSeven is committed to promoting gender equality and not to tolerate any less favourable treatment within its operation where inequality on any grounds, be it gender, race, sexual orientation, disability or ethnicity, is out of place.

Gender equality within the company is examined, in terms of:

1. Human resources: monitoring balance between persons of all genders in the company and taking corrective actions when needed.
2. Content: analyzing and considering the possible differences between persons of all genders, in the research and innovation content of OSeven's projects and products.

OSeven takes all measures to promote equal opportunities between persons of all genders to the extent possible, for gender balance at all levels of personnel, including supervisory and managerial level. Moreover, OSeven commits that no person filing a complaint, report or testimony related to the implementation of this Gender Equality Plan, concerning itself or another person(s), will have negative consequences on its working environment (such as dismissal, demotion or deprivation of promotion, change of working role, working



conditions, working hours, wage reduction or omission / refusal of a salary increase, etc.), as a retaliation. Furthermore, OSeven commits that it will not make any reference to gender and will not use any criteria and elements that result in direct or indirect gender-based discrimination, in relation to publications, advertisements, notices and regulations, relating to selection of persons to fill vacancies or provision of education or training leaves.

Monitoring and evaluation of results and progress towards the promotion of gender balance will take place throughout course of this Plan.

The Gender Dimension is at all times integrated within OSeven by:

- Determining the relevance of integrating gender analysis in its operation and products.
- Identifying gender differences that should be investigated and addressed as per internal policies and procedures.
- Examining gender assumptions that can influence product priorities, research questions, and methods.
- Evaluating whether product findings differently affect persons of different genders.
- Maintain a gender balance in project teams.
- Encouraging partnerships between persons of all genders.
- Designing specific measures to eliminate gender inequalities, if any.
- Investing in awareness-raising and training activities that promote gender equality.

OSeven aims to continue to promote a more inclusive perspective and culture, involving its employees in the implementation of initiatives, and to define and monitor specific goals covering the areas in the following chapter.

# Goals and Initiatives

## **GOAL 1. Equality in access to employment, recruitment, promotion and retention**

The purpose of boosting gender equality and diversity in recruitment and promotion is to ensure that everyone has equal opportunities and conditions for employment and career progression at OSeven. We wish to attract, retain and develop the best talent within all the areas of expertise of OSeven. This requires recruitment processes and criteria for promotion that are transparent, diverse and well-known in the company.

Initiatives:

- OSeven has boosted equal opportunities in recruitment and promotion by incorporating gender equality in the implementation of criteria for recognizing merit and by devising templates for a gender-equalized recruitment process.
- OSeven encourages the application and selection of persons of all genders for roles / jobs where they are underrepresented.

## **GOAL 2: Equality in training, working conditions and equal pay**

OSeven is committed to developing or facilitating internal procedures for skills development, promoting the participation in crosscutting projects, and ensuring that all its employees equally enjoy the best possible working conditions, including payment remuneration.

Initiatives:

- Pay and social benefits: In its salary policy, OSeven is committed to ensuring compliance with the principle of “equal pay for equal work” among employees of all genders based on merit.
- In promotion and career advancement processes, OSeven is committed to the equal recognition of the skills of all employees (qualifications, training and professional experience), regardless of gender. Therefore, OSeven guarantees equal participation of workers in the acquisition or award of diplomas, certificates or other qualifications or licences, as well as the granting of leave for educational purposes or the provision of educational or other relevant benefits, regardless of sex.
- OSeven shall regularly assess and monitor salary conditions, seeking to ensure mechanisms for controlling gender parity in this topic.

## **GOAL 3: Protection of parenting**

OSeven ensures and promotes parenting by respecting the applicable legal provisions, as well as creating and fostering an environment for all its employees that are parents.

Initiatives:

- Internal procedures, which ensure that OSeven respects the rights of its employees, regardless of gender, to receive leave for childcare.
- Ensuring the right to enjoy parental leave by all employees, as per the applicable legislation.

- OSeven encourages the adoption of flexible working practices already in place, namely remote work, flexible working hours, etc.
- Training and mentorship programmes that help employees to accommodate work demands on their return from parental, maternity, or family-related leave.

#### **GOAL 4: Workplace harassment prevention**

The purpose of enhancing organizational culture, particularly in relation to offensive behaviour, is to ensure that everyone experiences well-being and security at work. OSeven has a sustained focus on preventing and dealing with situations of harassment of any kind, and on discouraging offensive behaviour and acts of discrimination.

Initiatives:

- OSeven has improved the knowledge base for cases of offensive behaviour and discrimination of employees.
- OSeven has a strong baseline concerning the handling of offensive behaviour between employees at all levels. It has equipped management to prevent and deal with cases of such behaviour.
- OSeven shall adopt a Policy for the Prevention and Handling of Sexual Harassment and Violence at Work.
- OSeven will introduce a scheme with an option to report sexual harassment anonymously.

#### **GOAL 5: Training the organization**

The purpose of enhancing the company's knowledge about gender equality and diversity is to ensure that all employees have the skills and tools to underpin OSeven's ambition to ensure that, regardless of gender and other markers of discrimination, everyone feels welcome, secure and included in work and study communities.

Initiatives:

- OSeven, in collaboration with specialized organizations and professionals, provides a yearly generic course on gender equality, diversity and unconscious bias aimed at all employees

#### **GOAL 6: Broad involvement**

Last but not least, OSeven aims to ensure broad involvement of the entire company in relation to goals and direction for the gender equality and diversity efforts. This is a clear focal point for the current action plan. At the same time, it is a goal that is particularly important to OSeven, whose set of values include openness & equality.

Initiatives:

- A concrete measure in this respect is the company's systematic internal dialogue across all employees and between employees and management with the aim of identifying the challenges that are most topical and necessary to address.

Table A – Objectives & Measures

<b>Objectives</b>	<b>Measures</b>	<b>Responsible Units</b>	<b>Units Involved</b>	<b>Status</b>	<b>Indicators</b>
<b>Equality in access to employment, recruitment, promotion and retention</b>	Incorporating gender equality in the implementation of criteria for recognizing merit	Human Resources	Employee's team	Implemented	Recommendation created and shared with the teams involved
	Encouraging the application and selection of persons of all genders for roles / jobs where they are underrepresented	Human Resources	Recruiting teams	Implemented	Recommendation created and shared with the teams involved
<b>Equality in training, working conditions and equal pay</b>	"Equal pay for equal work" among employees of all genders and based on merit	Operations	Human Resources	Implemented	Salary cap
	Equal recognition of skills in promotion & raise assessments	Operations	Employee's team	Implemented	Recommendation created and shared with the teams involved
	Regular assessment of salary conditions	Operations	N/A	Implemented	Yearly salary assessment
<b>Protection of parenting</b>	Internal procedure for employees to miss work for childcare. Ensuring the right to enjoy parental leave by all employees	Human Resources	Employee's team	To be implemented	Procedure to be drafted
	Encouraging the adoption of flexible working practices already in place, namely remote work, flexible working hours etc.	Human Resources	All teams	Implemented	Employees' adherence to flexible work programmes
<b>Workplace harassment prevention</b>	Improvement of the knowledge base for cases of offensive behaviour and	Human Resources	All units	Ongoing	Trainings conducted

	discrimination of employees				
	Strong baseline for handling of offensive behaviour between employees at all levels and for management to prevent and deal with cases of offensive behaviour	Human Resources	Team Managers	Ongoing	Recommendation created and shared within OSeven
	Adoption of policy for the prevention and handling of sexual harassment and violence at work	Operations	All units	To be implemented	Policy drafted and adopted.
	Scheme with an option to report sexual harassment anonymously	Operations	All units	To be implemented	Scheme adopted
<b>Training the organization</b>	Generic course on gender equality, diversity and unconscious bias aimed at all employees	Human Resources	All units	Implemented	Trainings conducted
<b>Broad involvement</b>	Systematic internal dialogue across all employees and between employees and management with the aim of identifying the challenges that are most topical and necessary to address	Human Resources	All units	Implemented	Evidence of the communication carried out

# Monitoring

The measures provided in the OSeven Gender Equality Plan are regularly evaluated and monitored by the company to ensure their full compliance and to identify opportunities for improvement.

This monitoring is provided by the HR department and the dedicated Equality Officer, Mrs Leda Liakopoulou, whose responsibilities, are as follows:

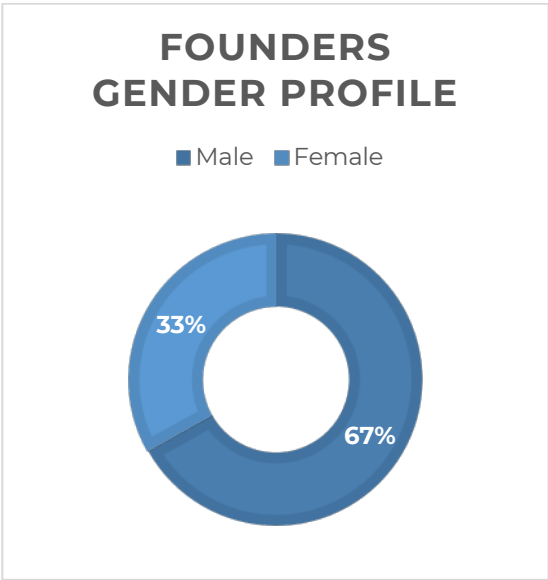
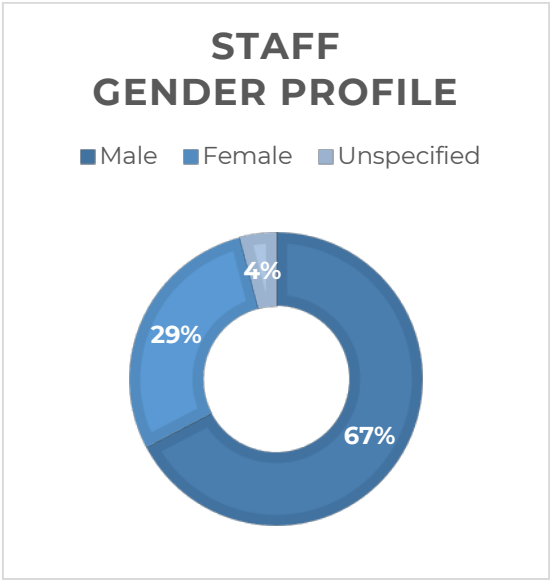
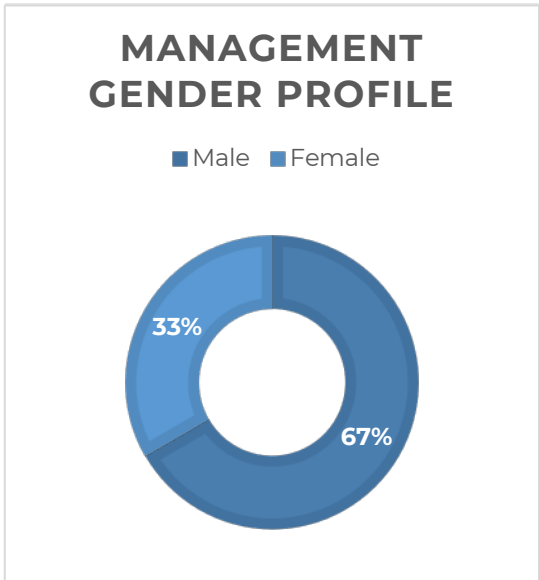
- Guarantee and monitor the implementation of initiatives and measure continuous improvement;
- Draft plans and measures regarding diversity;
- Set up work teams when needed or refer the implementation of the measures to the appropriate organizational structures and management;
- Ensure the dissemination of the various initiatives, continuous improvement plans and measures regarding diversity;
- Monitor the impacts of the Gender Equality Plan through analyzing specific set indicators.

The balance of the initiatives developed, and the internal indicators of gender equality will be monitored annually.

OSeven shall, at regular intervals, provide appropriate information to its employees and their representatives when such information is requested. This information may include the ratio of men and women to the different levels of organization of the company, as well as the measures that could be envisaged for improving the situation, in cooperation with employees' representatives.

# OSeven Current Metrics

\* The purpose of these metrics is not to divide persons according to gender, but to illustrate the current situation at OSeven, as well as OSeven’s aspiration and efforts to enhance equal opportunities between persons of all genders based on the initiatives described in section 6 of this Gender Equality Plan.



# The Way Forward

In light of all the goals and initiatives referred to the above, and the improved knowledge gained and structured database formed, OSeven aims to draft the next Gender Equality Plan in 2024, that will tentatively define the company's values and new metrics for 2025-2027.





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