



GENDER EQUALITY PLAN (GEP)

Revauxy LLC
2025

1. Introduction

Revauxy LLC is committed to fostering a workplace that promotes gender equality, diversity, and inclusion. This Gender Equality Plan (GEP) outlines our strategy, objectives, and measures to ensure equal opportunities for all employees, regardless of gender.

2. Objectives

Our main objectives are:

- To ensure equal opportunities in recruitment, career progression, and leadership roles.
- To close the gender pay gap and promote salary transparency.
- To create a safe and inclusive workplace free from discrimination and harassment.
- To promote work-life balance through flexible working arrangements.
- To increase awareness and training on gender equality issues.

3. Key Areas and Actions

3.1 Recruitment and Career Progression

- Ensure gender-balanced shortlists and interview panels.
- Promote transparent hiring and promotion criteria.
- Encourage women and underrepresented groups to apply for leadership positions.
- Establish mentoring and leadership programs for female employees.



3.2 Equal Pay and Remuneration

- Conduct regular gender pay audits.
- Implement salary transparency policies.
- Ensure fair and equal pay for work of equal value.

3.3 Work-Life Balance and Care Responsibilities

- Offer flexible working hours and remote work options.
- Support parental leave policies for both men and women.
- Provide childcare support or partnerships with childcare providers.

3.4 Preventing Gender-Based Harassment and Discrimination

- Develop and enforce clear policies against harassment and discrimination.
- Provide regular training on gender sensitivity and inclusive behaviors.
- Establish confidential reporting mechanisms for gender-based violence and harassment.

3.5 Leadership and Decision-Making

- Set targets to increase female representation in leadership roles.
- Ensure gender balance in decision-making committees.
- Promote inclusive leadership and decision-making practices.

3.6 Gender Awareness and Training

- Conduct gender equality and unconscious bias training for all employees.
- Raise awareness through workshops, campaigns, and educational resources.
- Encourage discussions on gender equality in the workplace.

4. Monitoring and Evaluation

- Conduct annual gender equality assessments.
- Establish key performance indicators (KPIs) to track progress.
- Regularly update the GEP based on feedback and evaluation.

5. Accountability and Implementation

- Assign a Gender Equality Officer or committee to oversee implementation.
- Ensure top management commitment to gender equality.
- Integrate gender equality principles into organizational policies and culture.

6. Conclusion

This Gender Equality Plan reflects the commitment of Revauxy LLC's to create an inclusive and equitable work environment. We believe that promoting gender equality benefits individuals, teams, and the organization as a whole.

Approved by:

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