



Gender Equality Plan (GEP) for Vigeres GmbH

1. Introduction

Vigeres GmbH is committed to promoting gender equality and fostering an inclusive work environment. This Gender Equality Plan (GEP) outlines the measures and actions the company will undertake to ensure equal opportunities for all employees, regardless of gender.

2. Commitment to Gender Equality

Vigeres GmbH recognizes the importance of gender equality in the workplace and is dedicated to eliminating gender-based discrimination. The company will ensure that all policies and practices support equal treatment and opportunities for all genders.

3. Measures for Work-Life Balance

To support work-life balance, Vigeres GmbH will implement flexible working hours, remote work options, and family-friendly policies. These measures aim to accommodate the diverse needs of employees and promote a healthy work-life integration.

4. Recruitment and Career Progression

The company will ensure that recruitment, promotion, and career development processes are free from gender bias. Job advertisements, selection criteria, and interview panels will be designed to promote diversity and inclusion.

5. Training and Awareness

Vigeres GmbH will provide regular training sessions on gender equality, unconscious bias, and inclusive practices. These sessions will be mandatory for all employees and management to foster a culture of respect and awareness.

6. Monitoring and Evaluation

The implementation of the GEP will be monitored through regular reviews and feedback mechanisms. Key performance indicators will be established to assess progress, and adjustments will be made as necessary to improve effectiveness.

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