

Gender equality plan

2023-2028



Introduction

Taxus IT was founded in 1998 and throughout its existence, the company has strived not only to fulfil its contracts reliably, but at the same time **to create safe, modern and stereotype-free workplaces for its employees, regardless of gender, age or type of employment contract.**

Taxus IT undertakes projects related to corporate social responsibility on two levels: building awareness of the need to protect nature and direct support for local social initiatives.

Our employees participate in projects aimed at supporting and modernizing activities related to environmental protection. In addition, in our social media, we try to provide valuable content that will build social responsibility among our recipients, e.g. Earth Hour.

An excellent example of supporting local initiatives are: the co-financing of the LZS Iskra Zamość-Rynarzewo team, the planting of yew trees, feeding ospreys in the Warsaw Zoological Garden and the donation of bottle caps to the Animal Shelter in Celestynów. We also organise numerous initiatives related to helping those in need, e.g. raising funds to the Virtual Box and participating in the Reckon with Diabetes Run as part of the Great Orchestra of Christmas Charity.

Taxus IT employees are also keen to meet after working hours. They organise “board game evenings” for employees and “half-private – half-business” trips where employees can bring their loved ones. Some of these initiatives are subsidised directly by the company.

Many of those were bottom-up initiatives, proposed directly by employees. **This undoubtedly demonstrates openness to the needs related to social responsibility of employees and good relations among employees.** This makes the sustainable development of the company as well as employees and their immediate environment possible.

When preparing solutions for computer-aided management of natural resources, we operate mainly in the technical industry, in which the majority of employees are still men. In addition, we are aware of the changes taking place in the world, among others regarding the rapid development of artificial intelligence and the associated risks, which is well captured in the EU communication: **“Equality Union: Strategy for Gender Equality 2020-2025”**, where it states:



Artificial Intelligence (AI) has become an area of strategic importance and a key driver of economic progress, hence women have to be part of its development as researchers, programmers and users. While AI can bring solutions to many societal challenges, it risks intensifying gender inequalities. Algorithms and related machine-learning, if not transparent and robust enough, risk repeating, amplifying or contributing to gender biases that programmers may not be aware of or that are the result of specific data selection.



Therefore, although we are guided by the principle of equal treatment in employment in our recruitment process we have decided to additionally prepare a document: **Gender Equality Plan**, recommended and in line with the guidelines of the European Union’s Horizon Europe framework programme. We hope that this will allow us to identify those places and areas in the company’s operations where there is room for improvement.

This Gender Equality Plan is the result of an analysis of the present employment of all the company’s employees and includes:

- A diagnosis including summaries prepared from employment data;
- Objectives that the company has set for creating a better, even more friendly working environment for all employees.

For each of the objectives, the method of implementation has been determined, the funds that will be allocated for this purpose, as well as the deadline for implementation and an indicator allowing to determine whether a given goal has been achieved.

The implementation of the Gender Equality Plan is primarily aimed at:

1

Raising awareness of gender equality policies and among all employees.

2

Raise awareness of the benefits of gender balance in teams.

3

Maintaining gender balance in decision-making processes and bodies.

4

Identify and remove any potential gender bias.

5

Strengthening positive attitudes related to diversity in employment policies.

6

Supporting the career development of all employees.

The implementation of the Gender Equality Plan should increase awareness of the benefits of gender balance, and thus also allow the creation of products that take into account different points of view.

The implementation of the Plan is planned for the period **from 2023 to 2028**. In the last year, the objectives and activities will be reviewed with the possibility of continuing the Plan in subsequent years.



Diagnosis

Total employment

The diagnosis was prepared on the basis of employment data at Taxus IT in **June 2023**. If we consider all the people employed in the company in that month (regardless of the form of employment), the percentage breakdown by gender looks is as follows:

Total employment	Persons	%
Women	11	27
Men	30	73
Total	41	100

According to the “Women in IT 2023” report, the average share of women in the IT industry in Poland is **15.5%** and it is also one of the lowest rates in the European Union. Against this background, the **27%** share of women in our company looks very positive.



Department of Software Production (WPO)

However, this indicator looks a little worse in the Department of Software Production (WPO) and in this case it is **15%**, which is unfortunately close to the average in Poland.

Employment in WPO	Persons	%
Women	4	15
Men	23	85
Total	27	100

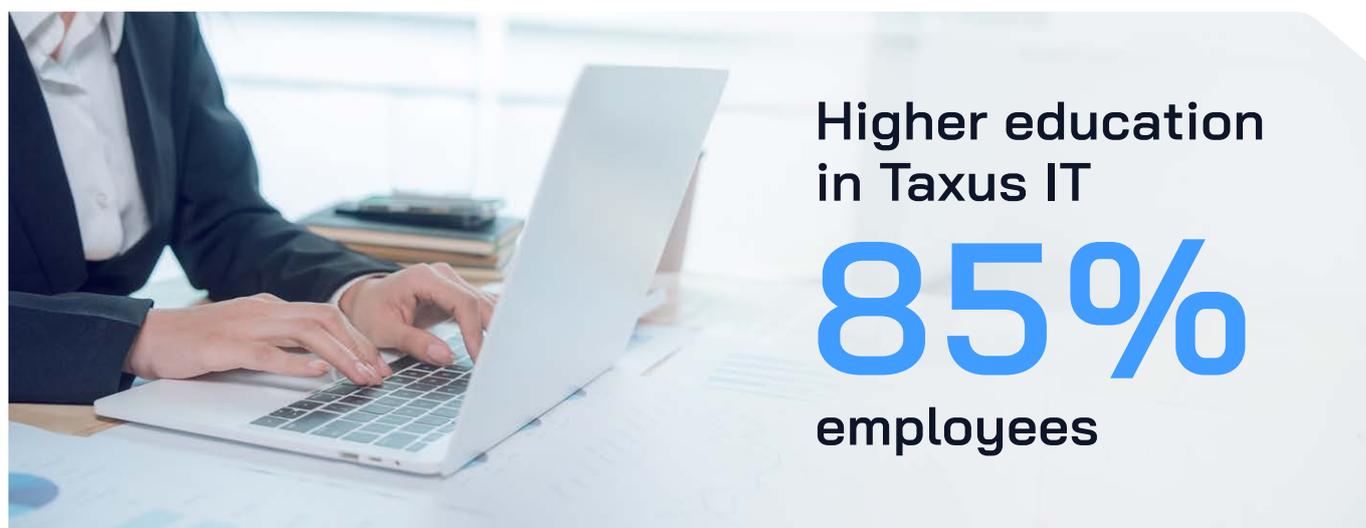
Other departments

For the sake of balance, for all other departments combined, the proportion of women and men is equal.

Employment in other departments	Persons	%
Women	7	50
Men	7	50
Total	14	100

Education

If we consider employment in terms of education, it turns out that **85%** of people employed at Taxus IT have higher education. At the same time, the percentage of women with such education is **26%** and is lower than in the case of vocational and secondary education, where the share of women is **33%**.

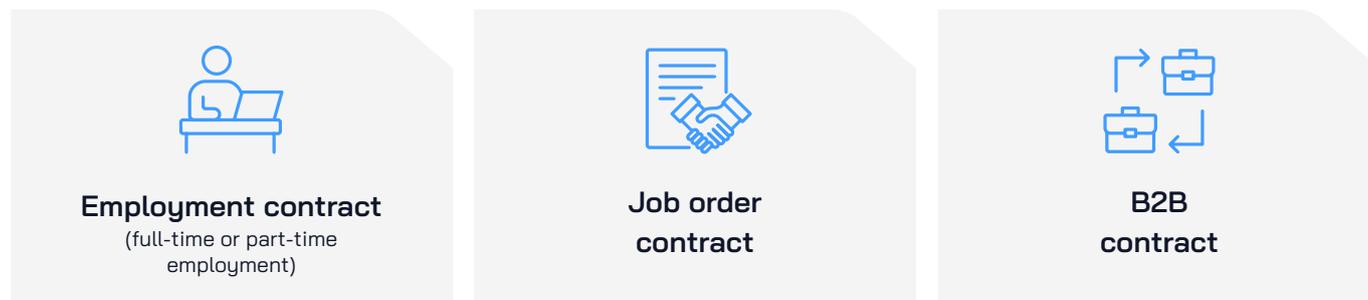


Higher education	Persons	%
Women	9	26
Men	26	74
Total	35	100

Vocational and secondary education	Persons	%
Women	2	33
Men	4	67
Total	6	100

Forms of employment

In June 2023, the company had three different forms of employment:



The last type of employment was concluded exclusively with men, while the share of women in other forms of employment is as follows:

Full-time employment	Persons	%
Women	8	32
Men	17	68
Total	25	100

Employment on a job order contract	Persons	%
Women	3	25
Men	9	75
Total	12	100

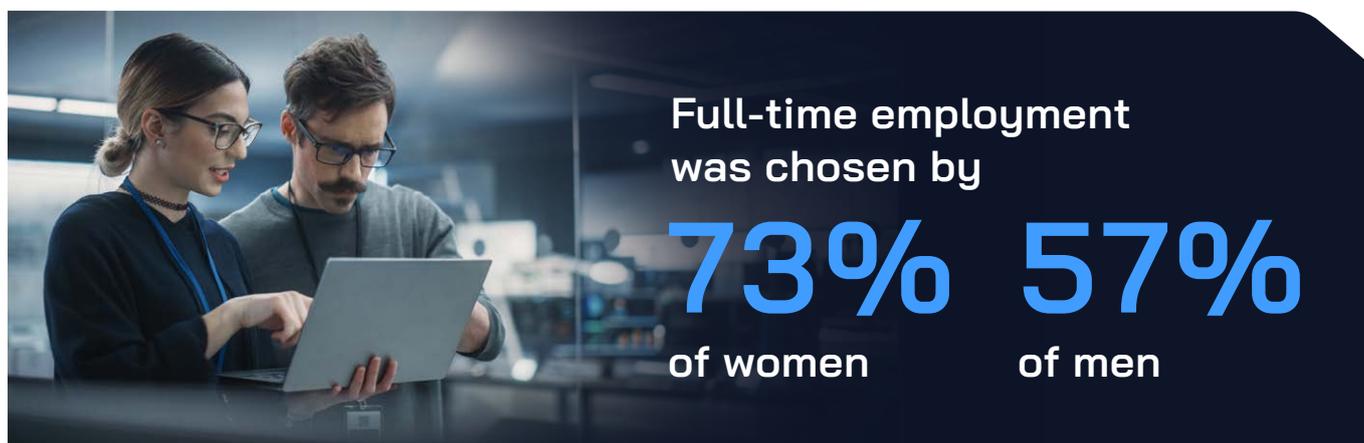
Forms of employment

The share of women is higher – **32%** in the case of full-time employment than in the case of employment on a job order contract, where it is only **25%**. This is mainly due to the fact that, according to the **“Women in IT 2023”** report, although women value a flexible schedule and the possibility of remote work the most, they also care about stable terms of cooperation and as many as **77.7%** prefer an employment contract.

The data from our company are similar, where as many as **73%** of women chose this form of employment. In the case of men, only **57%** decided to work on an employment contract.

Employed women	Persons	%
Full-time	8	73
On a job order contract	3	27
In B2B form	0	0

Employed men	Persons	%
Full-time	17	57
On a job order contract	9	30
In B2B form	4	13



Average age

If we consider the data on the company's workforce by age, we find that the average age of all employees (regardless of employment form) is **35**. For women it is lower, at **30.5** years.



35 years

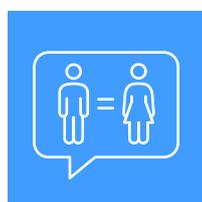
average age
of employees
in the company

Average age	Years
Women	30,5
Men	36,7
Women and men combined	35

It can be seen from the above that, despite the recruitment process being guided by the principle of equal treatment in employment, the percentage of female employees, especially in the most technical department, is still low.

Objectives

In order to better coordinate activities related to the implementation of the Gender Equality Plan, the position of **Equality Officer** will be created at Taxus IT. The person in this position will be responsible not only for the implementation of the plan itself, but also for monitoring equal treatment issues, not only in the area of gender, but also with regard to other minority groups.



Objective 1. Increasing staff awareness of the importance of equality issues.

Description:

It is important that all employees are aware of the importance of diversity in individual teams and how this can enhance the value of the products they create.

Method of implementation:

Conducting training for employees.

Resources devoted to implementation:

Preparation of materials for training. Employees' time spent on training.

Deadline:

December 2025

Indicator:

Training of at least 80% of the company's employees.



Objective 2. Reducing the disparity in the percentage of employment for each gender.

Description:

The recruitment process at Taxus IT is carried out in compliance with the principles of equality. However, since the company operates in the technical industry, most of those applying for a job with the company are men. According to the report “Women at polytechnics” for 2023, the share of women studying computer science majors is slowly but surely growing. In the period 2017-2022, the share of women in these courses increased from 15 to 16%. In second-cycle studies at public universities, it even reached 23%. We therefore anticipate that men will continue to be predominant among those applying to work for us. Emphasis should therefore be placed on encouraging women to apply as well.

Method of implementation:

When creating job advertisements, both male and female forms should be used and it is worth emphasizing that the team is mixed and that women are equally welcome in it. In the case of candidates with identical qualifications, priority will be given to women.

Resources devoted to implementation:

The time of employees recruiting and preparing job advertisements.

Deadline:

December 2028

Indicator:

Achieving at least 40% of the employed women in the company or at least 20% of the most technical WPO department.



Objective 3. Collection and monitoring of gender equality data.

Description:

The collection and monitoring of gender-disaggregated employment data will allow the situation in the company to be analysed on an ongoing basis and allow the effectiveness of the measures to be assessed.

Method of implementation:

The following indicators will be monitored on an annual basis:

- Employment at Taxus IT by gender;
- Employment at Taxus IT by gender within individual organizational units;
- Employment at Taxus IT by gender depending on the form of employment;
- Average age of employees at Taxus IT by gender.

Resources devoted to implementation:

Employees' time spent gathering, collecting and analysing data. Employees' time spent discussing results, deciding whether or not to take further action and, possibly, the actions themselves.

Deadline:

Throughout the project

Indicator:

Preparation of at least 5 reports summarizing the analysis of individual indicators to be discussed at management meetings.

Origin

- <https://www.kpk.gov.pl/jak-uczestniczyc-w-he/gender/plan-rownosci-plci-gep>
- <https://polsca.pan.pl/plany-rownosci-plci-przewodnik-biura-polsca/>
- Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee of the Regions of 5.03.2020: "A Union of Equality: Gender Equality Strategy 2020-2025"
- Reports: "Women in IT 2022" and "Women in IT 2023" prepared by NO FLUFF JOBS
- Report: "Women at polytechnics" for 2023 published by the Perspektywy Education Foundation



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