

# GENDER EQUALITY PLAN

August 2023



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## Main Information

### The company

Atlantis Consulting provides high level consulting services by supporting clients from the private and public sector to finance their business plans. In its 30 years of operation, Atlantis Consulting has collaborated with all kinds of high technology, industry, and tourism enterprises. Its clients include companies listed on the NASDAQ, AIM, Athens Stock Exchange, thousands of small and medium-sized enterprises, a significant number of startups and non-profit organizations. Similarly, in the public and in the wider public sector, Atlantis Consulting provides evaluation of research services, science and technology policy assessment, innovation management and funding, planning and implementation of acceleration and pre-training programs for start uppers. Its clientele includes institutions such as the European Commission, the Greek Government, as well as many foreign governments, prefectures, districts, municipalities, chambers, professional associations, and others.

## Introduction

Our strategy on gender equality originates from our actions and work over more than 30 years on equality in the workplace and revolves around our objective;

**“to create a working environment with gender equality as a core value.”**

The promotion of gender equality and equal opportunities has been an important topic for Atlantis Consulting since the beginning, guaranteeing a gender balance both at the organizational level and within the activities promoted.

Indeed, gender considerations are crucial both to Atlantis Consulting vision and to the achievement of its mission. We consider equality to be ‘part of the day job’ and an essential part of building a fair and sustainable future for the social economy.

**Currently, more than 60% of our staff are women. To progress gender equality further we must also continue to challenge the beliefs and attitudes that are undermining progress.**

This equality plan acknowledges that **“gender equality is about non-discrimination and the protection of fundamental human rights”**. With that in mind, we also recognize that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence.

Atlantis Consulting stands in support of equal rights and fair treatment of all humans.

Taking into consideration all of the above, Atlantis' Board of Directors, as the legal representative body of the organization, have decided to develop a plan in relation to the Gender Equality Issues and will be monitoring all stages of development.

This GEP is approved by the Board of Directors of Atlantis Consulting (Board Meeting, 1/9/2023), and is embedded within the work of the Company in accordance with the Internal Regulation currently in force. The Board of Directors have elected the Gender Equality Officer who has the primary responsibility for designing, monitoring, and evaluating the GEP as well as creating the necessary adjustments. Also, she has been appointed to organize information circulation, awareness and training actions.

## The Regulatory Framework

This GEP legitimates and protects every strategy aiming to achieve gender equality at Atlantis Consulting. It 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, equal treatment, harassment in the workplace, social responsibility of organizations. Specific articles, policies and directives can be found below:

### European Union Law TFEU

#### Article 157 TFEU states:

1. Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied.
2. For the purpose of this Article, "pay" means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his employment, from his employer. Equal pay without discrimination based on sex means:
  - a. that pay for the same work at piece rates shall be calculated based on the same unit of measurement.
  - b. that pay for work at time rates shall be the same for the same job.
3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure, and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.
4. With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers."

## Chapter of Fundamental Rights of the EU

- **Article 21(1) states:** "Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited".
- **Article 23 states:** "Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex".

## Directives

- **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 96/34/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 2000/78/EC** of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.
- **Council Directive 2000/43/EC** of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.
- **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 at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC).
- **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 Greek Law.

## Greek Law Constitution

- **Article 4(2)** provides: "Greek men and women have equal rights and obligations".
- **Article 22(1)(b)** states: "All workers, irrespective of sex or other distinctions, have a right to equal pay for work of equal value".
- **Article 116(2)** states that: "Positive measures aiming at promoting equality between men and women do not constitute discrimination on grounds of sex. The State shall take measures to eliminate inequalities existing in practice, in particular those detrimental to women".

## Laws

- **Act 4604/2019**, "On the promotion of substantive gender equality etc.", OJ A 50/26.3.2019.
- **Act 4443/2016**, "1) Transposition of Directive 2000/43/EC on the implementation of the principle of equal treatment between persons irrespective of racial or ethnic origin, of Directive 2000/78/EC establishing a general framework

for equal treatment in employment and occupation and of Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers (...)", OJ A 232/9.12.2016 [replacing Act 3304/2005 which had initially transposed Directives 2000/43/EC and 2000/78/EC], OJ A 16/27.1.2005].

- **Act 4097/2012**, "Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self-Employed Capacity – Harmonization of the legislation with Directive 2010/41/EU of the European Parliament and the Council", OJ A 235/3.12.2012 (Directive 86/613/EEC had not been transposed).
- **Act 4075/2012**, Articles 48-54, "Incorporation into Greek Law of Directive 2010/18/EU of the Council of the EU Implementing the Revised Framework Agreement on Parental Leave Concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and Repealing Directive 96/34/EC", OJ A 89/11.4.2012.
- **Presidential Decree 80/2012**, "Granting of Parental Leave and Leave of Absence to Workers under a Contract of Maritime Work on Vessels Bearing the Greek Flag, in accordance with Directive 2010/18/EU", OJ 138/14.6.2012.
- **Act 1756/1988**, Code on the Status of Judges, OJ A 35/2.2.1988.
- **Act 3896/2010**, "Implementation of the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation. Harmonization of Existing Legislation with Directive 2006/54/EC of the European Parliament and the Council", OJ A 207/8.12.2010.
- **Act 3769/2009**, "Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Goods and Services and Their Supply", transposing Directive 2004/113/EC, OJ A 105/1.7.2009, as amended by Article 162 of Act 4099/2012 implementing the CJEU Test-Achats judgment, OJ A 250/20.11.2012.
- **Act 3488/2006**, "Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Employment, Professional Training and Evolution and Terms and Conditions of Work", transposing Directive 2002/73/EC, OJ A 191/11.2006.
- **Presidential Decree 105/2003**, "Adaptation of Domestic Law to Directive 97/80/EC on the Burden of Proof in Cases of Sex Discrimination," OJ A 96/23.4.2003; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.
- **Presidential Decree 87/2002**, "Implementation of the Principle of Equal Treatment of Men and Women in Occupational Social Security Schemes in

Compliance with Directives 96/97/EC and 86/378/EEC"; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.

- **Presidential Decree 176/1997**, "Measures for the Improvement of the Safety and Health at Work of Pregnant Workers and Workers Who Have Recently Given Birth or are Breastfeeding in Compliance with Directive 92/85/EEC", OJ A 150/15.7.1997, as amended by Decree 41/2003, OJ A 44/21.2.2003.
- **Act 1483/1984**, "Protection and Facilitation of Workers with Family Responsibilities", as amended by Article 25 of Act 2639/1998, OJ A 205/2.9.1998 implementing Directive 96/34/EC and by Article 46 of Act 4488/2017,7 and Article 54(1) of Act 4075/2012 transposing Directive 2010/18/EU.
- **Act 1414/1984**, "Implementation of the Principle of Equal Treatment of the Sexes in Employment Relationships", transposing Directives 75/117/EEC and 76/207/EEC, OJ A 10/2.1984.
- **Presidential Decree 1362/1981**, "Replacement of Paragraph 1 of Article 33 of Act 1846/1951 "on Social Security" in compliance with Directive 79/7/EEC", OJ A 339/30.12.1981.
- **National General Collective Agreements (NGCAs)**. Relevant national legislation:
  - **Act 4531/2018 (OJ A 62/5.4.2018)** ratifying the Istanbul Convention on preventing and combating violence against women and domestic violence of the Council of Europe (IC), signed by Greece on May 2011.
  - **Act 4491/2017**, "Legal recognition of gender identity... etc.", OJ A 152/13.10.2017.
  - **Act 927/1979, OJ A 139/28.6.1979**, implementing the CERD, as amended by Act 4285/2014, OJ A 191/10.9.2014 and Act 4491/2017, OJ A 152/13.10.2017.

## Methodology

For the implementation of this plan, Atlantis Consulting S.A. shall set up a Gender Equality Officer, with expertise on human rights, responsible to implement the organization's GEP, propose the necessary changes for promoting equal treatment of both gender within the entity and to coordinate and design the assessment and evaluation of the equality between both genders.

Moreover, the Gender Equality Officer shall:

- prepare action plans to promote and ensure substantial equality in the entity's research and administrative procedures and prepares the annual reports to be submitted to the Board of Directors,
- provide information and training within the organization on issues related to gender and equality,
- provide contact points in cases of complaints of discriminatory treatment or harassing behavior,
- provide assistance to victims of discrimination when they report discriminatory treatment.

## Analysis of the current state

Atlantis Consulting performs tasks and activities with accordance of the Law. For the purpose of developing this Gender Equality Plan, an analysis of gender and age representation was conducted and the following relevant data were determined.

### Structure of employees by gender

According to the recent staff list (2022), in Atlantis Consulting there are 19 employees, out of which 12 are women and 7 are men. (Figure 1)

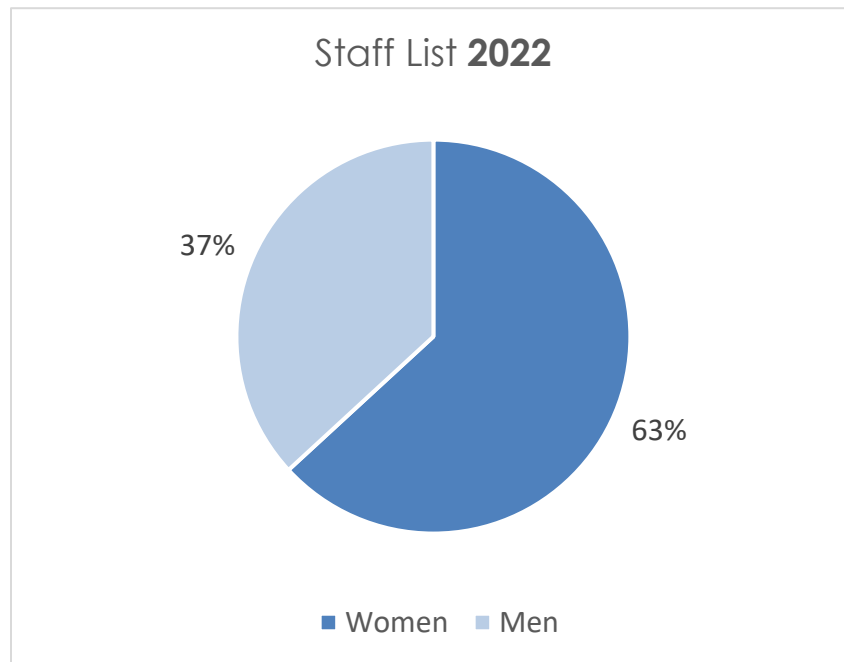


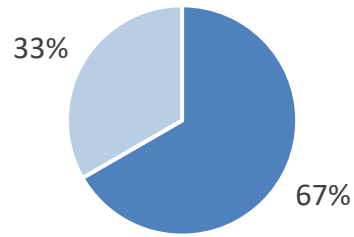
Figure 1

To identify the status of the gender equality practices in Atlantis Consulting, we need to consider the previous staff lists. So, this is an analysis of Atlantis Consulting staff lists for the previous 10 years. (Figure 2)

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Women	8	8	8	7	7	6	7	8	10	12
Men	4	4	4	5	9	9	8	10	10	7
Total	12	12	12	12	16	15	15	18	20	19

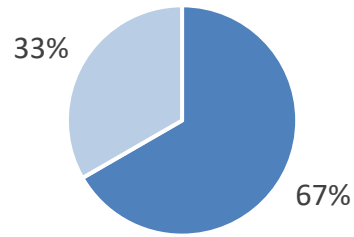
Figure 2

Staff List **2013**



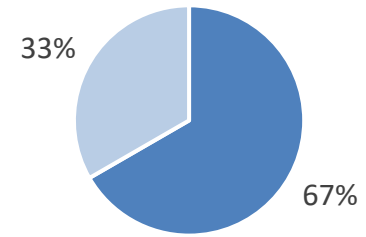
■ Women ■ Men

Staff List **2014**



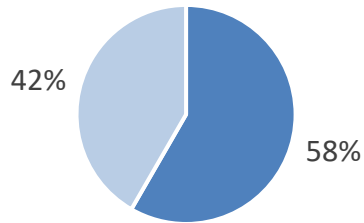
■ Women ■ Men

Staff List **2015**



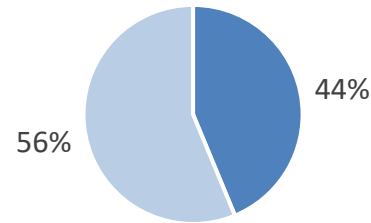
■ Women ■ Men

Staff List **2016**



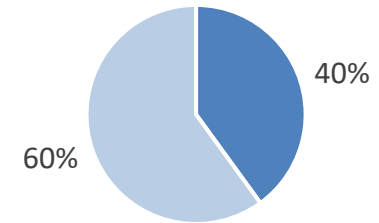
■ Women ■ Men

Staff List **2017**



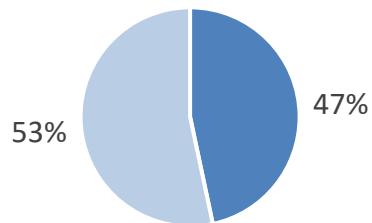
■ Women ■ Men

Staff List **2018**



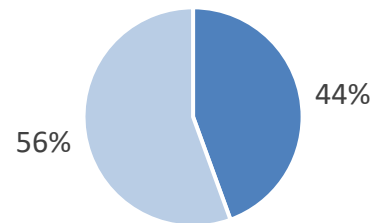
■ Women ■ Men

Staff List **2019**



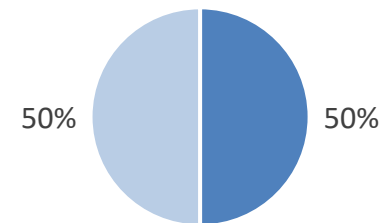
■ Women ■ Men

Staff List **2020**



■ Women ■ Men

Staff List **2021**



■ Women ■ Men

### Structure of employees by age

According to the recent staff list (2022), in Atlantis Consulting there are 19 employees, out of which 27% are between 20-30 years old, 32% are between 30-40 years old, 27% are between 40-50 years old and 14% are between 50-60 years old. (Figure 3)

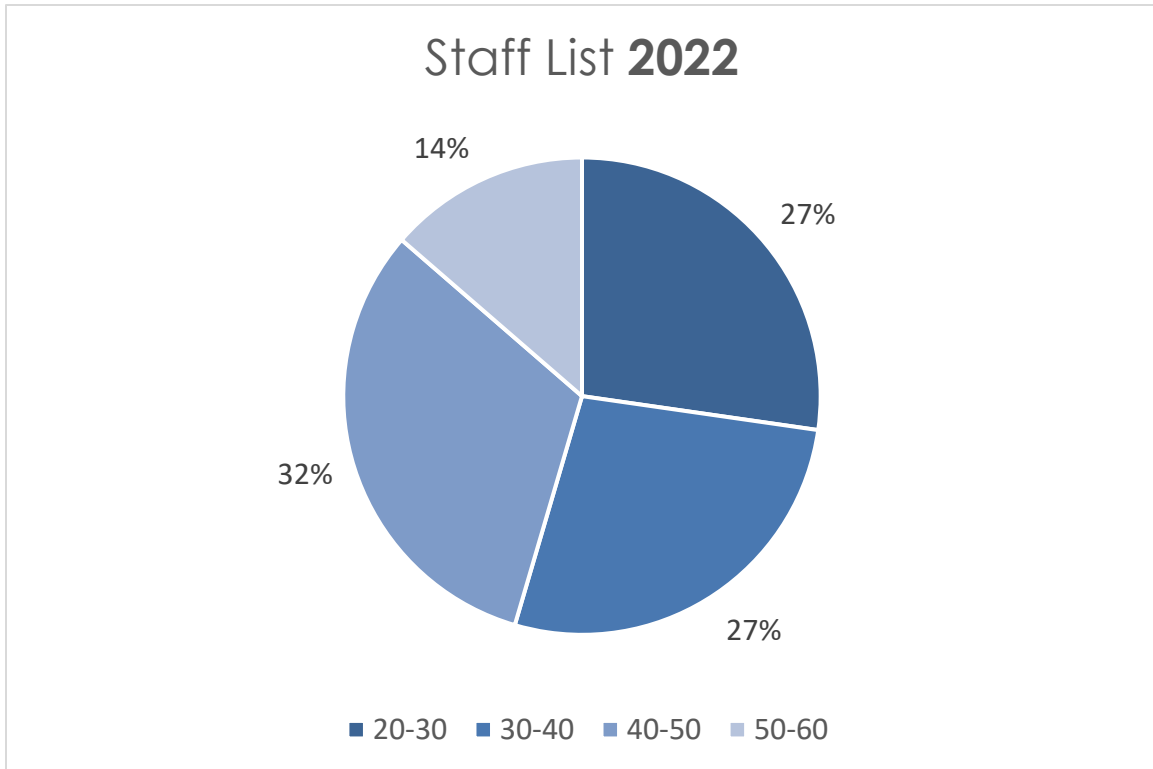
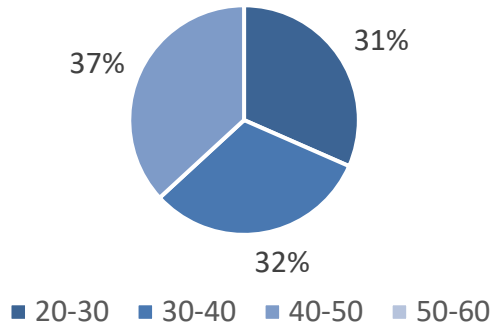
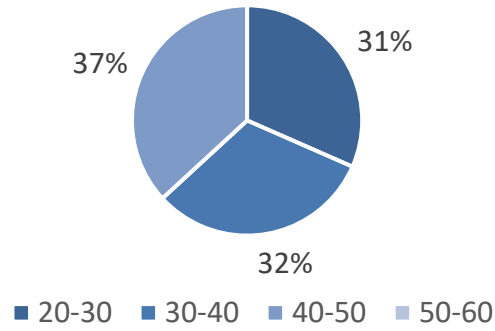


Figure 3

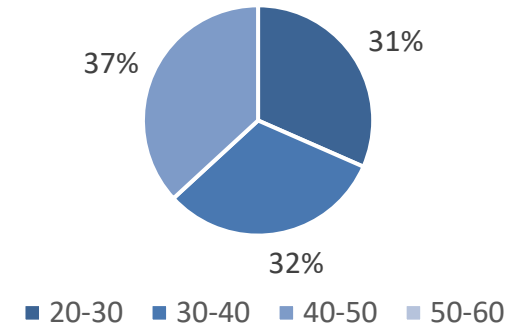
Staff List **2013**



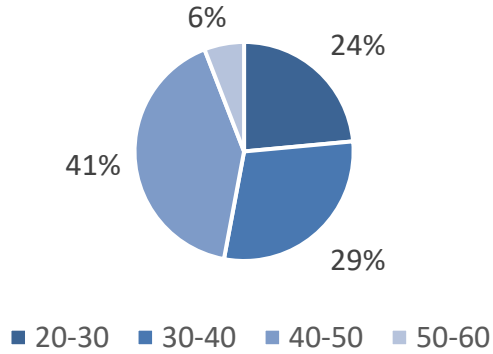
Staff List **2014**



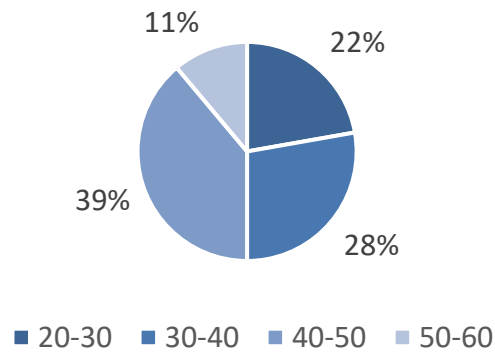
Staff List **2015**



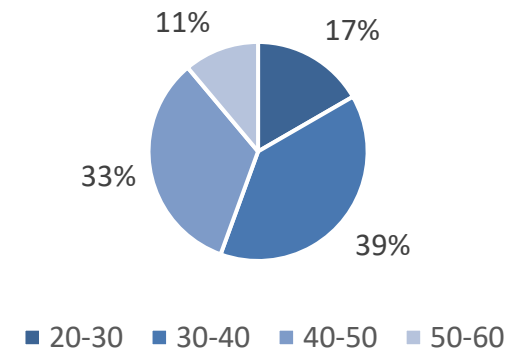
Staff List **2016**



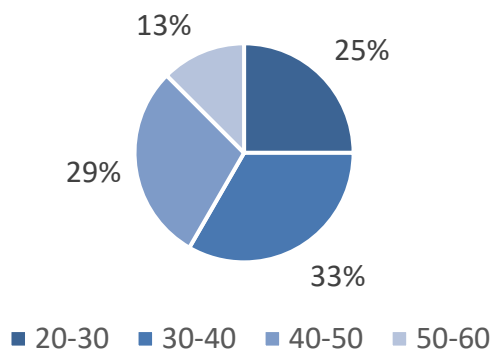
Staff List **2017**



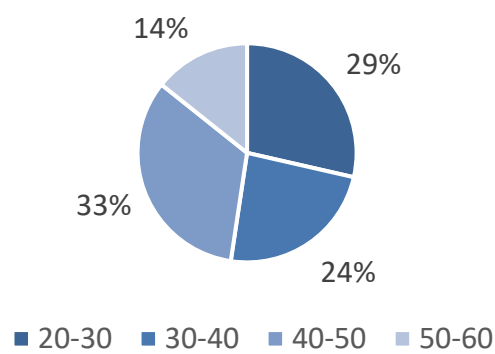
Staff List **2018**



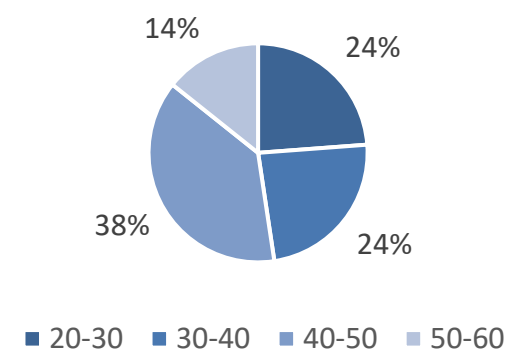
Staff List **2019**



Staff List **2020**



Staff List **2021**





## Purpose and Objectives of this Plan

By adopting this Plan, Atlantis Consulting aims to achieve the following objectives in the coming period:

- Ensuring regulations and activities for establishment a gender equality system.
- Equal rights for employees regardless of gender and age (salaries, employment, career advancement, working hours etc.)
- Gender equality in managerial structures.
- Raising awareness among employees about the importance of gender equality and the need for the promotion of gender equality.
- A work environment that promotes a balance between personal, family and professional life of all employees, regardless of gender and age.

To achieve these objectives Atlantis Consulting focuses on six key areas, following the guidelines of the European Institute for Gender Equality (EIGE) aiming to implement innovative strategies to promote equal opportunities. These are:

- **Key Area 1:** More balanced gender representation in management, recruitment, career progression and events.
- **Key Area 2:** Integrating gender equality in membership, participation in all the activities, training, development of necessary specialized skills.
- **Key Area 3:** Work-life balance and organizational culture.
- **Key Area 4:** Measures against gender-base violence including sexual harassment.

**Key Area 1:** More balanced gender representation in management, recruitment, career progression and events

**Equal access to and balanced participation of gender diverse individuals in decisionmaking structures (formal and informal) and ensuring equal chances to develop and advance their careers.**

### **Strategies**

- Representation of gender diverse individuals in senior positions and in leadership domains.
- Promote Atlantis Consulting staff and decision-makers' engagement with gender equality.
- Promote gender inclusive and biasfree recruitment, career progression, and evaluation policy.
- Balanced gender representation at events arranged at and by Atlantis Consulting S.A.

### **Measure of Success**

- Representation of gender diverse individuals on projects and research activities implemented by Atlantis Consulting S.A.
- Include gender awareness in all job specifications.
- Having a human resources staff and policies to promote equal career opportunities for all genders.

### **KPIs and Actions**

- Analysis of the research personnel applications, annually.
- Annual review.
- Over a certain amount to have equal number of applicants.

**Key Area 2:** Integrating Gender equality in membership, participation in all the activities, training, development of necessary specialized skills.

**Integrating a gender dimension in ongoing activities and education content, and applying it while conceiving new projects and training.**

### **Strategies**

- Participation of a balanced number of women/men in events/hackathons/business days etc.
- Visibility of women in the activities of the organization.
- Exposure of both genders in media and social media.

### **Measure of Success**

- Participation of all in events.
- Appoint of both genders in leading positions of research and communication activities.
- Make visible both genders and their contribution to the results and success of the organization in the website/social media.

### **KPIs and Actions**

- 1 event per year.
- Aim of 60/40 of genders in leading positions of research and communication activities.
- 1 men and 1 woman at least in every event or activity organization team.

## Key Area 3: Work-life balance and organizational culture.

**Promotion and support of an organizational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.**

### Strategies

- The equality officer will oversee, monitor and promote the implementation of the gender equality strategy and action plan.
- Promote the organization's image and reputation as an inclusive organization that supports and values diversity.
- Ensure all staff are aware of the gender equality and related equality policies.
- Undertake a regular review of flexible work and other relevant policies.

### Measure of Success

- Incorporate gender equality objectives in Atlantis Consulting S.A. planning and strategy.
- Publication of current plan and future versions on website.
- Annual surveys of all staff on gender experiences in the workplace: harassment, discrimination, workplace culture and management styles, the results of which are shared with the executive committee.

### KPIs and Actions

- At least 1 Board of Directors' meeting per year to consider objectives' success.
- At least 1 update of the current plan per year.
- At least 1 survey per year of all staff.

**Key Area 4:** Measures against gender-base violence including sexual harassment.

**Preserving and promoting the physical and emotional health, safety and well-being of employees**

**Strategies**

- Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment.
- Working collectively to combat bias and stereotypes.
- Adopt relevant policies about emotional health and gender harassment.

**Measure of Success**

- Providing staff and decision-makers with specific training courses and materials on combating sexual and gender-based violence, gender equality and unconscious gender biases.
- Measuring performance by how well staff address these issues.
- Create reporting mechanisms that allow staff to raise concerns, document, and act on gender balance issues they identify.


**KPIs and Actions**

- Aim of 60/40 of both genders in decision making.
- At least 1 survey per year of all staff.
- At least 1 consideration of mechanisms per year.

## Results and Conclusions

It is worth noting that:

- Women representation is significantly high in the most of the past 10 years.
- At the period 2017 – 2020, Men representation is higher than Women representation.
- In accordance with the above staff lists, we must consider that Atlantis Consulting is always keeping the balance between genders.
- Atlantis Consulting measures skills and competencies of its employees regardless of their age.

Organization Name	Atlantis Consulting S.A.
CEO, President and Legal Representative	Grigorios I. Kalamakidis
Number of employees (2022)	19
Date	30 <sup>th</sup> of August 2023
Stamp and signature	 <p> <b>ΑΤΛΑΝΤΙΣ ΣΥΜΒΟΥΛΕΥΤΙΚΗ Α.Ε.</b>  <b>ΣΥΜΒΟΥΛΕΥΤΙΚΕΣ ΥΠΗΡΕΣΙΕΣ</b>          ΣΤΕΛΙΟΥ ΚΑΖΑΝΤΖΙΔΗ 47 - Τ.Κ. 57001 ΘΕΡΜΗ          ΘΕΣΣΑΛΟΝΙΚΗ Τ.Θ. 8111 ΤΗΛ.: 2310 531 000          e-mail: info@atlantisresearch.gr - www.atlantisresearch.gr          ΑΦΜ: 082926167 - ΔΟΥ: ΦΑΕ ΘΕΣΣΑΛΟΝΙΚΗΣ          ΑΡ. ΓΕΜΗ: 00058294404000       </p>