

GENDER EQUALITY PLAN (GEP)

Gender Equality Plan

Organization Name: Endurance Technology Inc.

Sector: Software Development and Information Technologies

GEP Period: 2025–2030 (5 Years)

Approval Date: 19/12/2025

Version: 1.0

COMMITMENT

This Gender Equality Plan (GEP) reflects our institutional commitment to gender equality, diversity, and inclusion as Endurans Technology. It has been prepared to comply with the standards set under Horizon Europe and to establish a more equitable working environment in the technology sector.

As senior management, we recognize gender equality as a core component of our company strategy and commit to allocating all necessary resources for the effective implementation of this plan.

19/12/2025

1. PREPARATION PHASE

1.1 Securing Senior Management Commitment

Senior Management Support:

- Approval obtained from CEO/Managing Director
- Approved by Board of Directors' resolution
- Gender equality integrated into company strategic objectives
- GEP published publicly on the company website

Communication and Visibility:

- Official announcement shared with all employees
- Regular updates shared on internal communication platforms (intranet, newsletters)
- Senior management consistently emphasizes commitment to the GEP during company meetings
- Gender equality included as a key performance indicator (KPI) for senior leaders

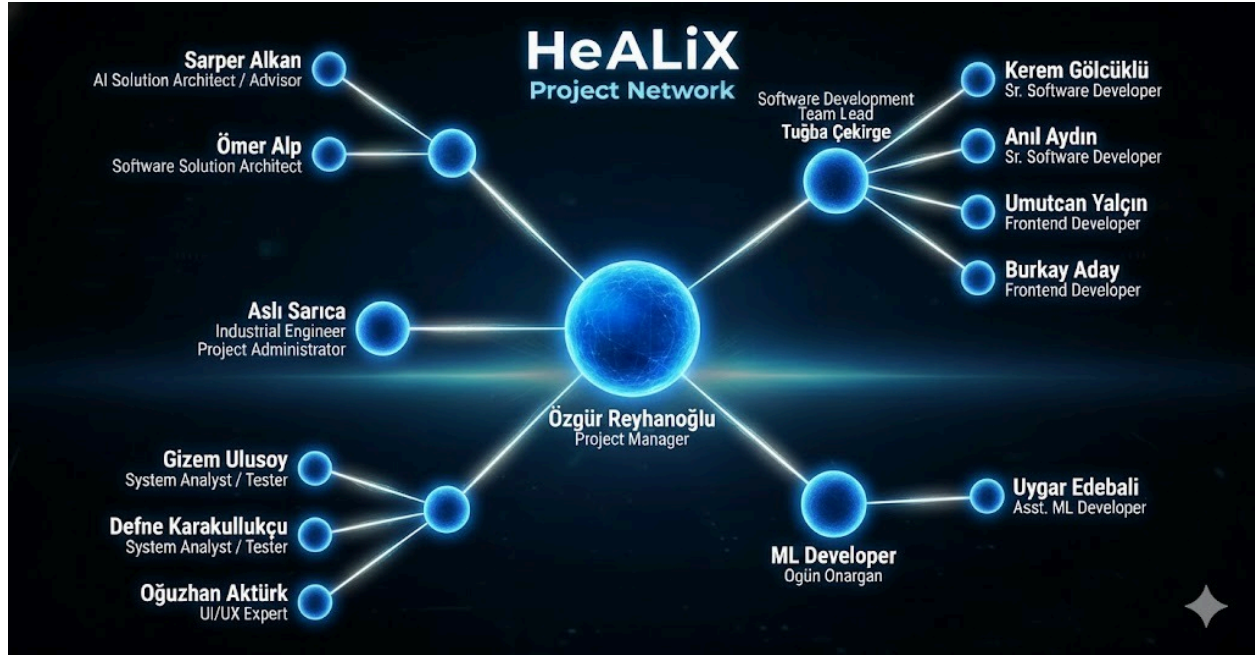
1.2 Understanding the Institutional Context

Internal Context:

- Company size: 14 employees
- Location: Ankara, Türkiye
- Governance structure: *Organizational chart attached*
- Current gender equality status: Baseline data detailed in Section 2

External Context:

- National legal framework: Relevant equality legislation
- Horizon Europe requirements
- Technology sector standards
- Stakeholders: Employees, customers, investors, business partners



1.3 Establishment of the GEP Institutional Self-Assessment Team

SAGE Institutional Self-Assessment Team (SISAT) – GEP Committee:

Committee Structure:

- Chair: HR Manager (GEP Coordinator – 0.3 FTE)
- Members:
 - C-level Sponsor: CEO/CTO
 - Technical Department Representative (Engineering/Product)
 - Employee Representative (elected)
 - HR Specialist
 - Women Employee Representative
 - Men Employee Representative

Committee Responsibilities:

- Collecting and analyzing baseline data
- Auditing policies, procedures, and practices
- Conducting staff and stakeholder consultations
- Identifying issues and good practices
- Developing the Gender Equality Action Plan (GEAP)
- Regular monitoring and evaluation
- Reporting to senior management

Working Structure:

- Monthly regular meetings
- Quarterly progress reports
- Annual comprehensive evaluation

Monitoring Sub-Groups:

- Institutional Governance Sub-group
- Career Progression Sub-group
- Work-Life Balance Sub-group
- Gender Dimension in Knowledge & R&D Sub-group

2. BASELINE ASSESSMENT AND ANALYSIS

2.1 Collection and Analysis of Gender-Disaggregated Quantitative Data

2024 Baseline Data

Board and Senior Management

Position	Women	Men	Total	Women %
Board of Directors	1	2	3	33%
C-level Executives	0	1	0	0%
Department Managers	1	1	1	50%

Staff Distribution (by Gender and Position)

Category	Women	Men	Total	Women %
Total Employees	4	10	14	29%
Junior Positions	2	2	4	55%
Mid-level Positions	1	2	3	33%
Senior Positions	1	3	4	25%
Management Roles	1	3	4	25%

Staff Distribution (by Department)

Department	Women	Men	Total	Women %
Software Development	1	4	5	20%
Product Management	1	2	3	33%
Marketing & Communications	1	2	3	33%
Human Resources	1	1	2	50%
Sales	0	1	1	0%

Contract Types

Contract Type	Women	Men	Total	Women %
Permanent	4	10	14	29%
Fixed-term	0	0	0	0%

Working Arrangements

Working Type	Women	Men	Total	Women %
Full-time	4	9	13	31%
Part-time	0	1	1	0%

Recruitment Data (2024)

Stage	Women	Men	Total	Women %
Applicants	3	1	4	75%
Interviewed	3	1	4	75%
Hired	3	1	4	75%

Analysis:

- Higher rate of female applicants.

Work–Life Balance Practices (2024)

Practice	Women Usage	Men Usage	Total Usage
Flexible Working Hours	4	10	14
Remote Working	4	10	14

Analysis:

- Men and women use flexible work options equally.

National Benchmark Comparison

Indicator	Company	Sector Avg (TR)	EU Avg
Women Employees (Overall)	29%	26%	37%
Women in Technical Roles	29%	12%	22%
Women in Management	0%	46%	20–25%

Analysis:

- The company is above Türkiye averages.

2.2 Policy, Practice, and Procedure Audit & Impact Assessment

SAGE Best Practice Checklist – Audit Results

Policy Area	Status	Accessibility	Gender Impact Assessment
Equality & Diversity Policy	✓ Available	Good	Not done
Anti-Harassment & Bullying	✓ Available	Moderate	Not done
Flexible Working Policy	✓ Available	Good	Not done
Recruitment & Selection Procedures	✓ Available	Good	Not done
Promotion Criteria & Processes	✓ Available	Moderate	Not done
Pay Determination System	✓ Available	Weak	Not done

Identified Gaps:

- Most policies lack gender impact assessment
- Promotion criteria lack clarity and objectivity
- Limited pay transparency

Objective:

Increase policy inclusiveness and visibility for all employees.

Activities:

- Annual policy review
- At least one awareness training per year

Responsible Units: HR, Equality Unit

Timeline: 2026 Q2 – revision

Success Indicators:

- Participation rate in trainings
- Employee satisfaction with policy accessibility

Institutional Resource Allocation

Area	Current Status	Adequacy
Dedicated Budget for Gender Equality	None	Insufficient
Equality & Diversity Officer	None	Insufficient
Training Budget	€5,000/year	Insufficient

Awareness Activities

Activity	Status	Frequenc y
International Women’s Day Event	Available	Annual
Women in Tech Speaker Series	Not available	—
Diversity & Inclusion Campaigns	Rare	Ad-hoc
Women Role Model Panels	Not available	—

Gender Dimension in R&D

Area	Current Status	Integration Level
Gender Perspective in Product Development	Partial	Low
Diverse Demographics in User Research	Available	Medium
Inclusive UX/UI Design	Partial	Low
AI/Algorithm Bias Testing	Not available	None

Policies Requiring a Gender Impact Assessment

- Recruitment & Selection Procedures
- Promotion Criteria & Processes
- Pay Determination System
- Performance Evaluation System
- Flexible Working Policy

3. ACTION PLANNING AND TARGET SETTING

3.1 SAGE Wheel Model Framework

This GEP is based on the four quadrants of the SAGE Wheel:

- Institutional Governance
- Career Progression
- Work-Life Balance
- Engendering Knowledge

3.2 Goals Based on SMART Criteria

All goals follow SMART principles:

Specific, Measurable, Achievable, Relevant, Time-bound

3.3 Key Indicators and Success Measures

Quantitative Indicators:

- Gender ratios at undergraduate and postgraduate levels
- Gender ratios at postdoctoral research level
- Gender distribution in academic/technical grades
- Representation of women/men in key decision-making bodies
- Recruitment, promotion, and turnover rates
- Pay equality metrics

Qualitative Indicators:

- Gendered workplace experiences (surveys)
- Perceptions of harassment and discrimination
- Satisfaction with workplace culture and leadership
- Childcare support and work-life balance satisfaction
- Sense of belonging and inclusion

4. GENDER EQUALITY ACTION PLAN (GEAP)

SAGE Goal 1: Removing Barriers to Hiring, Retention, and Career Progression of Women Researchers

SAGE Quadrant: CAREER PROGRESSION

SAGE Theme	Identified Issue / Evidence	Planned Action	Timeline	Responsible Person	Success Indicators	Impact Assessment
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Recruitment

SAGE Theme	Identified Issue / Evidence	Planned Action	Timeline	Responsible Person	Success Indicators	Impact Assessment
Recruitment	Low proportion of female applicants (25%). Gender-biased language identified in job postings.	Action 1.1: Revise all job postings to ensure gender-neutral language. External expert audit of all postings.	Start: 2025 Q1 End: 2025 Q2	HR Manager	- All postings gender-neutral - Female applicant ratio increases from 25% → 35% (by 2026)	To be evaluated in 2026 Q1

Recruitm ent	—	Action 1.2: Partnerships with women-focus ed tech communities (Women Who Code, Django Girls, Rails Girls). University campus outreach programs.	Start: 2025 Q2 Ongo in g	HR Manager + CTO	- 3 community partnershi ps - 1 university campus program - 10 female interns annually	To be evaluated in 2025 Q4
Recruitm ent	—	Action 1.3: Pilot implementati on of blind CV screening. Structured interview protocols.	Start: 2025 Q2 End: 2025 Q3	HR Specialist	- Pilot with 20 applicants - Measurem ent of bias reduction rates	To be evaluated in 2025 Q4

Promotion and Career Development

SAGE Theme	Identified Issue / Evidence	Planned Action	Timeline	Responsible Person	Success Indicators	Impact Assessment
Promotion & Career Development	Female promotion rate is 10% lower than men. Objectivity of promotion criteria questioned.	Action 1.4: Gender bias audit in promotion processes. Clarification and transparency of objective promotion criteria.	Start: 2025 Q1 End: 2025 Q3	HR Manager	- New promotion criteria document - Promotion gender gap reduced: 16% → 8% (2026) → 0% (2027)	To be evaluated annually
Promotion & Career Development	—	Action 1.5: Mentorship matching for all female employees. 6-month mentorship program.	Start: 2025 Q3 Ongoing	HR + External Consultant	- Mentors for 10 female employees - Participant satisfaction > 4/5 - Increase in post-mentorship promotion rates	To be evaluated in 2026 Q1

Promotion & Career Development	—	Action 1.6: Women's leadership development program (10 participants annually, 6-month duration).	Start: 2026 Q1 Ongoing	External Consultant	- 2 participants annually - 50% promoted within 12 months after completion	To be evaluated annually
Promotion & Career Development	—	Action 1.7: Sponsorship program for high-potential women employees (C-level sponsors).	Start: 2026 Q2 Ongoing	CEO	- Sponsorship for 3 women employees - Progression to managerial roles within 2 years	To be evaluated in 2028