

Gender Equality Plan (GEP)

2025



1. Motivation

At Novatex Solutions Ltd, we believe that an inclusive and supportive work environment fosters innovation, drives performance, and strengthens our role in the ICT and IoT sectors. As a company deeply involved in digital infrastructure and technological advancement, we recognize that diversity enhances both the quality of our services and the creativity of our teams.

Gender equality is not just a regulatory requirement but a strategic priority.

Our commitment aligns with the European Commission's Gender Equality Strategy 2020-2025 and the Horizon Europe framework, which requires that all participants implement a formal Gender Equality Plan (GEP) from 2022 onwards.

As an SME operating in a highly technical domain, we acknowledge that structural barriers still exist, especially in representation, leadership, and equal pay. We also recognize the importance of adopting an intersectional approach, taking into account factors such as ethnicity, age, and sexual orientation when addressing gender equality.

This plan outlines the policies, goals, and monitoring strategies that will guide our internal culture and external impact from 2025 to 2030, ensuring that gender equality remains a core principle at every level of our company.

2. Gender Equality as a Strategic Priority

Novatex Vision 2030

People are the core of Novatex Solutions. Our engineers, technical support specialists, developers, and administrative staff contribute to an environment that thrives on trust, mutual respect, and innovation.

We aim to:

- Sustain our already balanced gender ratio across the company.
- Establish Novatex as a workplace where employees can grow both professionally and personally, regardless of gender.
- Promote a culture of collaboration, flexibility, and openness.

We strive to become a thought leader among SMEs in Cyprus and Europe on gender inclusivity in tech-driven environments.

3. Approach to Gender Equality

3.1 Career Development and Coaching

We offer professional development programs to help all staff grow into leadership and technical roles. Mentorship and coaching are available for employees interested in advancing their careers.

3.2 Recruitment

We actively work to:

- Ensure gender balance in recruitment panels.
- Use gender-neutral job descriptions.
- Maintain our current gender balance of 50% female and 50% male staff, while encouraging diversity in leadership roles.
- Move all qualified candidates forward based on merit and inclusivity principles.

3.3 Advancement and Retention

We encourage staff to participate in courses that improve leadership and technical skills. We support career progression through peer groups, training, and mentoring, with special attention to maintaining equality in opportunities.

3.4 Equal Pay Analysis

Equal pay for equal work is a guiding principle. We conduct pay audits every three years to ensure no discrepancies based on gender.

3.5 Media Representation

We ensure balanced representation in media, marketing, and public communication about our projects and impact.

3.6 Social Safety

A socially safe workplace is one where all staff feel protected from discrimination and harassment.

We:

- Train managers in creating safe spaces.
- Encourage open communication.
- Provide confidential reporting mechanisms.

3.7 Conditions of Employment

We offer flexible parental leave and time-off policies that accommodate family and personal needs. No leave request has been denied due to family obligations between 2021–2024.

3.8 Fixing the Knowledge

We aim to build a community that values continuous learning and personalized development paths, enabling all employees to reach their full potential regardless of background.

3.9 Diversity and Inclusion Initiatives

We support:

- Peer groups and networking across departments.
- Awareness events and collaborative activities.
- Partnerships with organizations promoting equality and inclusion in technology.

3.10 Transparency in Career Policy Procedures

We follow a transparent and ethical hiring and promotion process, supported by our Principles of Conduct. Selection panels are trained in fair assessment procedures.

4. Monitoring and Evaluation

We regularly evaluate progress on gender equality through:

- Internal reports on representation across roles.
- Annual reviews of recruitment, promotion, and pay.
- Semi annual discussions by the Executive Board on gender equity.
- Employee satisfaction and workplace culture surveys.

Topics covered in internal reviews include:

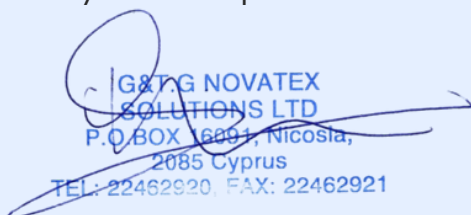
- Recruitment and advancement practices.
- Retention and promotion rates.
- Identification and resolution of structural gaps.

This data informs adjustments to policies and practices and supports continuous improvement.

5. Mandatory GEP Requirements (EU Compliance)

Requirement	Novatex Implementation
Public Document	Published on website and internal HR portal
Signed by Top Management	Endorsed by Executive Director
Dedicated Resources	D&I responsibilities assigned to COO; time allocated for D&I projects
Data Collection	Gender-disaggregated data collected and reported annually
Training	Mandatory D&I awareness and unconscious bias training for staff
Career Transparency	Defined criteria and transparent procedures for hiring and promotion
Supportive Culture	Flexible leave, inclusive language, safe reporting mechanisms
Anti-Harassment Measures	Formal policy and reporting procedures in place

This plan will be reviewed annually and updated based on ongoing evaluations, employee feedback, and emerging best practices in gender equality and diversity in the tech sector. Novatex Solutions Ltd is proud to take this step forward in creating a workplace where everyone is empowered to thrive.



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