

eutema Gender Equality Plan

eutema is an equal opportunity employer. It aims to offer a safe, lifestyle supporting work environment for all with career development opportunities regardless of gender, sexual orientation, social background, special needs or race.

Work-life balance and organisational culture.

eutema aims to realize a work environment that is balanced with other areas of life such as family life and recreational needs. It facilitates parental leave policies for all genders and all types of families. Where possible it aims to provide flexible and adaptive worktime arrangements to balance the business requirements with the needs at home.

Gender balance in leadership and decision-making.

eutema aims to increase a balanced gender representation in its core business areas of technology strategy. It also acknowledges that this can provide a significant challenge given that women are currently underrepresented throughout the engineering disciplines in Austria and that eutema typically relies on recruiting its labour force from the field of engineering and related areas.

eutema is seeking to attract more women to the field. It supports initiatives targeting more women in STEM (science, technology, engineering, mathematics) education. The management frequently exchanges with female leaders in the field on views and measures to make STEM more attractive for a female workforce. Examples include the active invitation of women to join events and as speakers at the many events that eutema organises throughout a year. eutema will aim to actively depict the important role that women play in STEM and in the company, for example in its advertising, in its reports, or when providing examples of outstanding achievements etc. It aims to include women experts in its expert groups, in interviews, and panels at events or for strategy

processes. This applies within the company and as much as feasible also to its customers. Eutema will speak up for the important role of women in STEM also vis-à-vis its clients and third partners.

Gender equality in recruitment and career progression.

As a small business, eutema recruits staff primarily based on education, experience, and competencies. It acknowledges that career paths may differ with respect to childcare requirements. Eutema will not hold such differences against applicants. Eutema currently has a shortage of female staff and seeks to overcome this by specifically encouraging women to apply for any open position.

Integration of the gender dimension into research and teaching content.

Eutema is frequently tasked with research and strategic studies. It will actively seek to include the role and viewpoint of all genders in this type of activities. It understands that there are gender differences that may be important including in the field of eutema expertise, i.e. in technology strategy.

Measures against gender-based violence, including sexual harassment.

eutema as a company does not tolerate any form of gender-based violence. It rejects all forms of sexual harassment including verbal abuse. It will aim to avoid situations where a person could feel uncomfortable given their gender, sexual identity or preference, political views, race, or special needs. Company management will swiftly react to any actual, reported, or suspected such violence, harassment, or abuse. It will hear all parties and will offer the opportunity to do so with maximum discretion. If requested, all staff will be given the opportunity to speak to a member of their own gender to clarify any situations in doubt.



DDr. Erich Prem, MBA - CEO eutema GmbH