

Gender Equality Plan

UNISERS is committed to maintaining a respectful, inclusive, and fair working environment where employees are treated equally and have equal opportunity to contribute and grow.

We recognize that diverse teams support better collaboration, innovation, and decision-making. As we continue to grow internationally, we aim to maintain fair and transparent people practices across recruitment, development, compensation, leadership, and workplace culture.

How We Support Gender Equality

1. Recruitment and Career Progression

UNISERS aims to maintain a fair and inclusive recruitment process. Our hiring practices include:

- clear role descriptions including both technical and soft skills,
- structured evaluation of candidates,
- involvement of HR in candidate screening,
- objective compensation and promotion frameworks, and
- performance-based career development discussions

These practices also support our commitment to providing equal opportunities for career progression and leadership development.

2. Inclusive Workplace and Work-Life Balance

UNISERS supports flexible and sustainable ways of working where operationally feasible. For example, we provide:

- flexible work arrangements,
- parental leave in line with local legal requirements,
- support for flexible return-to-work arrangements after parental leave where operationally feasible, and
- wellbeing support through managers, HR, and company resources

3. Respectful Workplace Culture

UNISERS does not tolerate harassment, discrimination, bullying, or retaliation.

Our Employee Handbook and Code of Conduct include expectations and reporting channels related to:

- workplace harassment,
- discrimination,
- whistleblowing, and
- respectful workplace behavior

Employees may raise concerns through management or HR, and concerns will be handled confidentially where possible.

4. Awareness and Training

UNISERS provides unconscious bias training as part of employee onboarding.

We aim to continue building awareness among employees and managers around respectful collaboration and inclusive decision-making.

Review and Monitoring

Implementation and annual review of this plan is coordinated by Operations with support from HR and the Management Team.

UNISERS reviews relevant indicators annually, including:

- overall workforce gender representation,
- gender representation in leadership roles,
- completion of unconscious bias training, and
- reported harassment or discrimination concerns

This review helps us identify improvement opportunities and ensure our practices continue to support a fair and respectful workplace.