

Commitment to Gender Equality, Safety, and Healthy Work-Life Balance at Deventure

At **Deventure**, we are unwavering in our commitment to creating a workplace that promotes **gender equality, safety, and a healthy work environment** for everyone. We firmly believe that fostering a diverse, inclusive, and supportive atmosphere is key to our collective success and ensures that every individual feels valued, respected, and empowered.

Our Gender Equality Commitment

We are actively taking measures to create equal opportunities for all employees and have made significant strides toward achieving a balanced and inclusive workplace. Some of the steps we've taken include:

- **Maintaining a 60:40 Gender Balance:** We are committed to ensuring a gender-diverse workforce, with a target of maintaining a **60:40** gender balance across all levels of the organization.
- **Equal Pay for Equal Work:** We conduct regular pay audits to ensure there are no discrepancies between men, women, and non-binary individuals in similar roles.
- **Diverse Recruitment Practices:** Our recruitment processes are designed to be inclusive and free from bias. We actively ensure diverse candidate pools by reaching out to underrepresented groups.

Creating a Supportive and Safe Work Environment

In addition to our efforts toward gender equality, we are focused on creating a safe and healthy work environment where all employees can thrive. Our plan includes:

- **Flexible Work Policies:** We offer flexible working hours and remote work options to support employees in balancing personal and professional responsibilities.
- **Parental Leave and Support:** Our inclusive parental leave policies are available to all genders, ensuring that all employees have the opportunity to take time off for family care without fear of career setbacks.
- **Mentorship and Career Development:** We encourage mentorship programs to help all employees—particularly women and other underrepresented genders—advance into leadership roles. We offer equal access to career development programs to help everyone reach their full potential.
- **Diversity and Inclusion Training:** We provide regular diversity, equity, and inclusion training to help employees understand and mitigate unconscious biases and foster a culture of respect and inclusivity.

- **Zero-Tolerance for Harassment:** We have a strict zero-tolerance policy for discrimination, harassment, and any form of gender-based violence, creating a safe and supportive space for all.

Training for Gender Equality and Workplace Safety

To strengthen our commitment, we are introducing **regular training programs** to promote gender equality and workplace safety, ensuring that all employees understand and contribute to an inclusive and secure work environment. These programs include:

- **Gender Equality Awareness Training:** Employees will receive training on unconscious bias, inclusive communication, and best practices for fostering a gender-equitable workplace.
- **Leadership and Diversity Training:** Managers and team leaders will undergo training to promote fair and inclusive decision-making and leadership practices.
- **Workplace Safety and Harassment Prevention Training:** Employees will be educated on safety protocols, identifying and preventing workplace harassment, and the proper channels for reporting concerns.
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Plan to Improve Safety, Gender Equality, and a Healthy Work Environment

To ensure the continuous improvement of our workplace, we are implementing several key initiatives:

- **Workplace Safety Measures:** We are committed to maintaining a safe work environment for everyone. This includes regular safety audits, training on safety protocols, and providing employees with the tools they need to work safely. We will also introduce a confidential reporting system for any safety concerns, ensuring that all issues are addressed promptly and effectively.
- **Gender-Sensitive Health and Wellness Programs:** We are introducing gender-sensitive wellness programs to ensure that employees of all genders have access to the resources and support they need to thrive. This includes mental health resources, access to health screenings, and programs aimed at reducing stress and improving well-being.
- **Safe and Inclusive Facilities:** We will continue to ensure that all workspaces, restrooms, and other facilities are inclusive and safe for all employees. This includes providing gender-neutral bathrooms and making adjustments to our physical spaces to accommodate the needs of all employees.
- **Employee Feedback and Engagement:** We will regularly seek feedback from our employees through surveys and open forums to ensure we are meeting their needs and addressing concerns related to safety, gender equality, and work environment. Your feedback will directly inform our ongoing initiatives and improvements.

We are committed to continuously evaluating and improving our policies and practices to ensure Deventure remains a safe, inclusive, and empowering workplace. The actions we are taking today will lay the foundation for a brighter, more inclusive future for all of us.

We value your input as we work together to build an environment where all employees can thrive—where everyone has the opportunity to succeed regardless of gender, and where safety and well-being are prioritized.



Flavius Demian