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GENDER EQUALITY PLAN 2023 - 2026

Version	Date	Comments	Approved by
V_0	27/07/2023	First	M. Valle — Managing Director
V_1	01/09/2023	-	P. Boccardo — President


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1 Introduction

In line with the current national and EU guidelines included in the plans drawn up at the national (Action for Gender Equality 2021-2025) and the European level (Gender Equality Strategy for 2020-2025, Horizon Europe Guidance on Gender Equality Plans), Ithaca S.r.l currently revises its practices and envisages them under a Gender Equality Plan (GEP) for the first time prepared for 2023 to 2026.

The objectives of this plan are briefly summarized as follows:

- Examining present company practices from the perspective of gender equality to find any potential flaws or gaps,
- Working towards creating an inclusive working environment by implementing new procedures to the identified gaps and monitoring them with a participatory approach.

In the light of these objectives, a **dedicated working group** to draft the GEP in charge was set up in December 2022, composed of:

Piero Boccardo, President
Marco Valle, Managing Director
Luciana Dequal, HR Manager
Burcu Kocoglu, Project Manager
Gianmarco Pignocchino, GIS Analyst
Francesca Malvaso, Executive Assistant

The Team and responsibilities during the drafting and implementation phases may change to ensure an inclusive yet efficient approach. The presence of top management representatives will be assured of facilitating and speeding up the decision-making process and enforcements to be put in place related to the plan.

The implementation, monitoring and audit phases are entrusted to the following **monitoring group**: Marco Valle, Luciana Dequal and Francesca Malvaso.

2 Ithaca profile and company values

Ithaca S.r.l is a limited company belonging to the LINKS Foundation, specializing in engineering, and providing a wide range of value-added services in the Earth Observation sector. With over 15 years of experience, Ithaca has been instrumental in supporting end customers across various application domains, including emergency, agriculture, forestry, environment, mobility, and cultural heritage.

The company's expertise lies in acquiring, managing, and processing geographic and cartographic data for EO-based applications. Ithaca delivers cutting-edge methodologies, analytical services, and technical tools to offer operational geospatial application services in three key areas of excellence: emergency management operations in the Copernicus services, the production of reference cartography and infographics, and the development of WebGIS platforms.

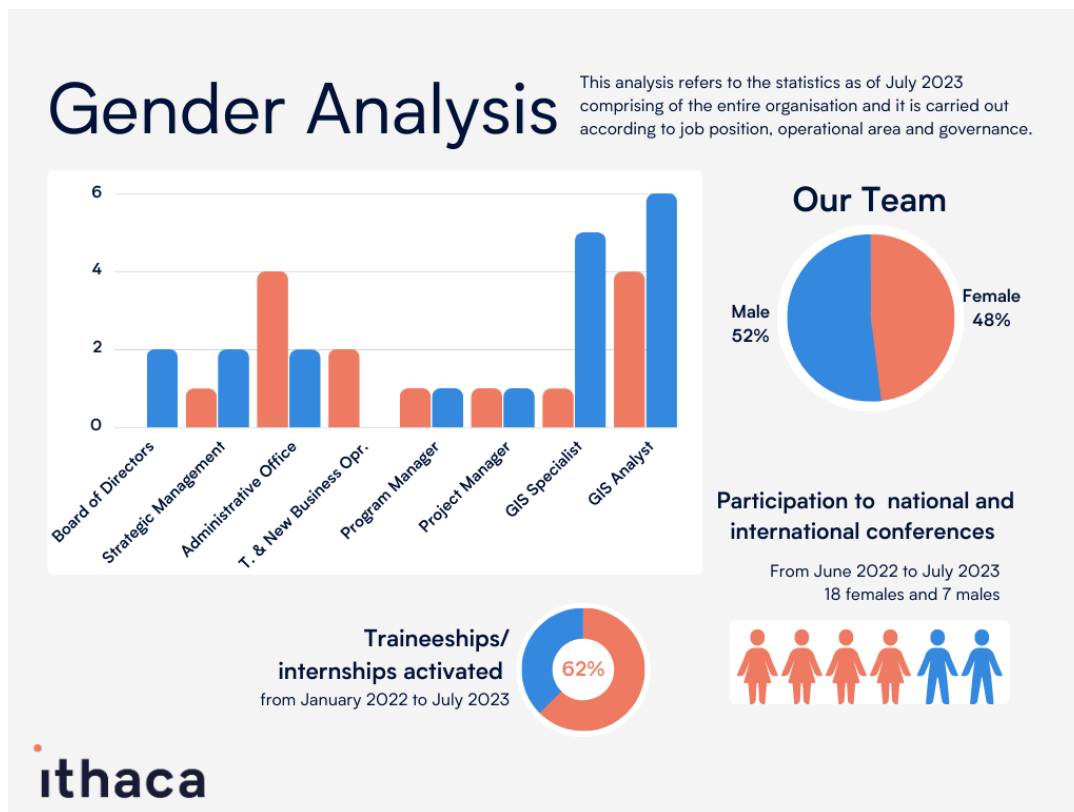


Figure 1: Gender analysis of July, 2023

Our Team is composed of 25 employees (of technical, administrative and financial background), 1 Managing Director and 1 President.



The Board of Directors consists of the Managing Director, the President, and representatives from the LINKS Foundation, Polytechnic University of Turin, and Compagnia di San Paolo Foundation. The current board composition is predominantly male, revealing a significant gender imbalance.

The following statistics are provided based on the employee profile:

- Average age : 34 years
- Origin: Italian - dominant
- Language spoken at the professional level: English, Italian, French, Spanish and Turkish.

Ithaca S.r.l. a Socio Unico

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The company values set by Ithaca S.r.l. with a bottom-up and participative effort in mid 2020 (Teamwork, Diversity, Partnership, Growth, Excellence) were revised and enriched in early 2023 while drafting the GEP based on the recent company policies and strategies.

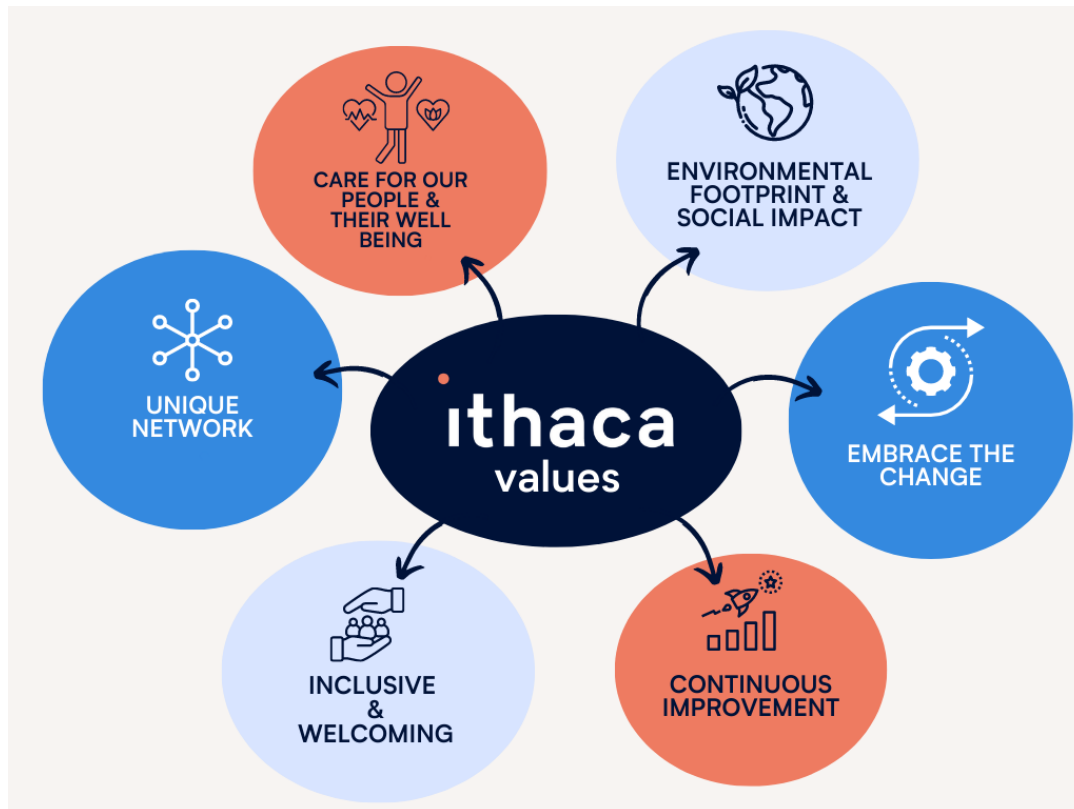


Figure 2: Ithaca company values

- **Care** for the actual valuable asset — our people & their well-being
- Realize the **network** that makes us **unique** with LINKS Foundation & Polytechnic University of Turin
- Support an **inclusive**, united and peaceful working environment where we all feel **welcome**
- **Embrace the change**
- Aim for **continuous improvement**
- Think of **environment footprint & care for social impact**.

3 Ithaca's GEP Lifecycle

The preparation and implementation of the Gender Equality Plan (GEP) involve **four principal steps**, which define the general lifecycle of the GEP. Each phase, except the audit, is developed with the active involvement of the whole organization.

- During the **AUDIT** phase, also known as the review phase, we collect data disaggregated by sex/gender to identify gender inequalities and their underlying causes. The gender analysis involves the entire organization and encompasses job positions, operational areas, and governance. Additionally, participation in national and international conferences is taken into account.
- In the **PLAN** phase, we define objectives and produce a roadmap of goals and measures in harmony with the organization's context and aligned with the requirements of the Horizon Europe Guidance on Gender Equality Plans. Additionally, during this phase, we establish resources and responsibilities for the implementation of the Ithaca GEP, and agree upon the timeframe for its implementation.
- In the **IMPLEMENTATION** phase, the roadmap of activities is put into action, and working groups are established to develop and implement new gender balanced action plan.
- During the **MONITORING** and **EVALUATION** phase, the effectiveness of the measures taken is assessed, and indicators are verified to gauge progress. The plan's implementation is also examined. The results of monitoring allow for adjustments and improvements to interventions, optimizing their outcomes. The final evaluation marks the conclusion of the GEP while also signaling a new beginning for future initiatives.

While the Gender Equality Plan currently presents goals and strategies based on a male-female binary, Ithaca is fully aware that gender identities are diverse and extend beyond this traditional categorization. As an organization, we are committed to acknowledging and respecting the full spectrum of gender identities. Our ultimate goal is to cultivate a culture of equality and non-discrimination that extends to all gender identities, ensuring that everyone receives equal opportunities and treatment.

We believe in tailoring our efforts to address the areas that hold the most significance and impact within our organization. While gender mainstreaming in research and teaching content may not be a current focus, we remain dedicated to continually assessing and adapting our approach to ensure that our gender equality initiatives align with the evolving needs of our workforce and community.

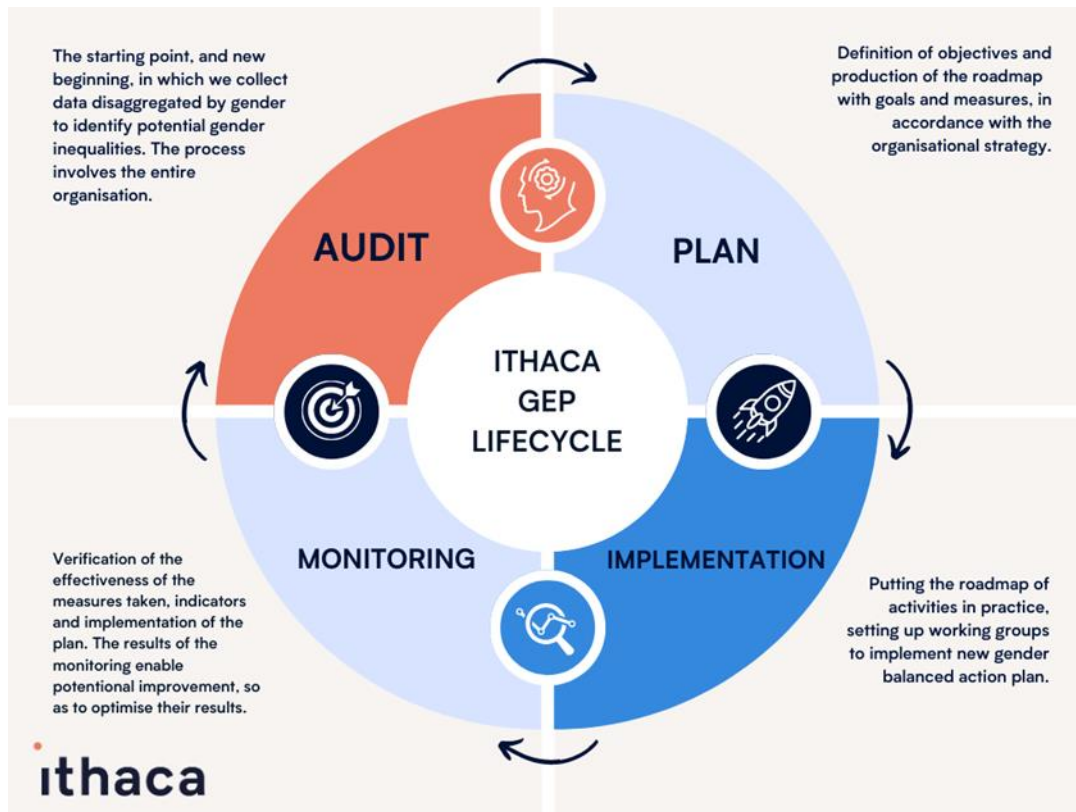


Figure 3: Ithaca GEP lifecycle

Ithaca is committed to overseeing and implementing measures related to **four distinct thematic areas**, as outlined in the following chapter. However, it's important to note that we have not yet developed the thematic area of gender mainstreaming in research and teaching content. The reason for this is that it is not currently relevant to the specific context of Ithaca.

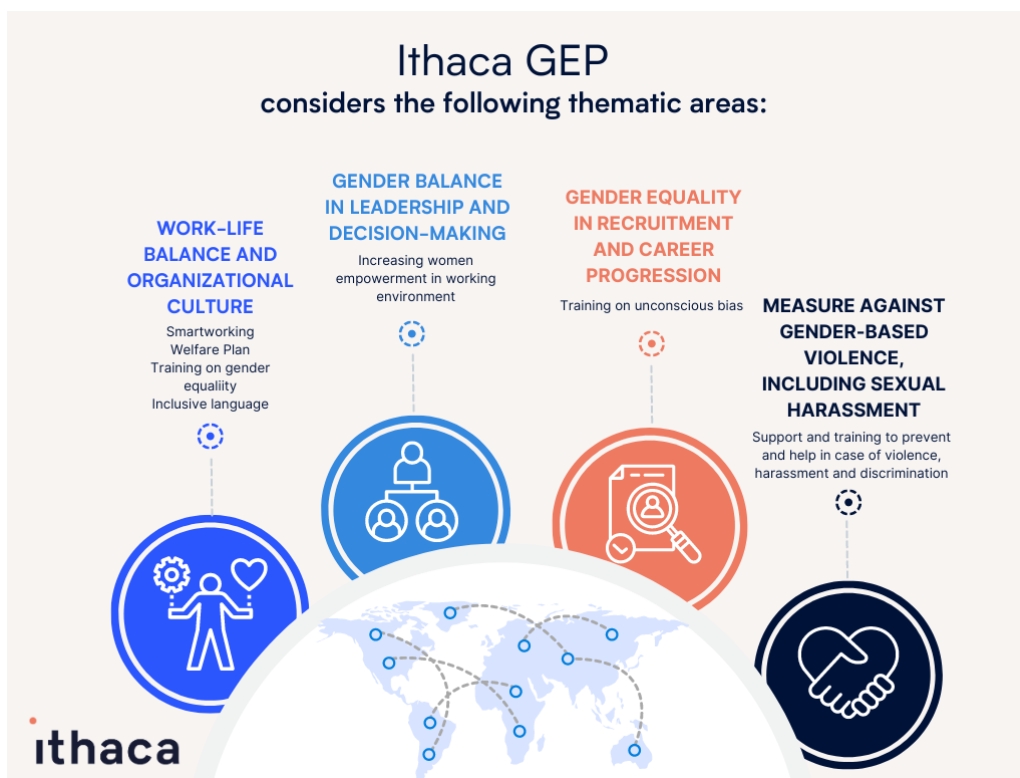


Figure 4: Thematic areas considered for the GEP

4 Thematic areas selected for Ithaca's GEP and related planned activities

4.1. Work – Life Balance and Organizational Culture

	Goals	Measure	Status	Indicators
1.1	Support a comforting working culture based on common understanding and bilateral confidence	Implementation of remote working opportunities for all staff	Ongoing	Presence of a structured and signed agreement
		Introduction of a Welfare Plan to support our staff and their families with caring responsibilities	Ongoing	Presence of a welfare platform accessible by all staff
1.2	Increase awareness of a gender-inclusive working culture	Planning training activities on gender equality and unconscious gender bias aspects	Planned	Certificate of participation
		Encouragement of using a gender inclusive language for internal and external documentation and communication materials	Planned	Provision of guidelines ¹ / indications

Table 1: Goals and measures (to be) set up for Work-Life Balance and Organizational Culture thematic area.

¹ To be provided in Appendix.

4.2. Gender Balance in Leadership and Decision-making

	Goals	Measure	Status	Indicators
2.1	Increasing women empowerment in working environment	Presence of more female staff for national and international symposiums, conferences and meetings as company representatives	Ongoing	Communication activities published on the company website and social media accounts
		Recruitment of a female resource in strategic position	Ongoing	Recruitment of a female resource in strategic position

Table 2: Goals and measures (to be) set up for Gender Balance in Leadership and Decision-making thematic area.

4.3 Gender Equality in Recruitment and Career Progression

	Goals	Measure	Status	Indicators
3.1	Promote gender equality, bias-free recruitment and career progression in the company	Ensure all job postings are accessible and eligible to all candidates	Ongoing	Neutral language in job postings and clear explanations of the culture and values that matter to the company. Promote job adverts on different channels/platforms
		Include gender dimension in bias-free manner in the recruitment processes	Planned	Training for recruiters on unconscious bias (or involving gender equality dimension in recruitment committees). Certificate of participation
3.2	Increase awareness and understanding of the gender issues, discrimination and stereotypes in the recruitment process	Unconscious bias training for recruiters	Planned	Certificate of participation

Table 3: Goals and measures (to be) set up for Gender Equality in Recruitment and Career Progression thematic area.

4.4 Measure against Gender-Based Violence, including Sexual Harassment.

	Goals	Measure	Status	Indicators
4.1	Prevent violence, harassment and discrimination	Provide information and support in case of violence, harassment or discrimination (to be carried out by HR Manager)	Planned	HR Manager records
		Training on gender-based discrimination, violence and sexual harassment for all employees and governance	Planned	Monitor number of participants

Table 4: Goals and measures (to be) set up for Measure against Gender-Based Violence, including Sexual Harassment thematic area.

This document is considered a "living document," meaning it is dynamic and subject to regular evaluation. We will conduct annual assessments to gauge its effectiveness and identify areas for improvement. If deemed necessary, we will integrate new and innovative measures and actions to further enhance gender equality within our organization.

Our commitment to progress and inclusivity ensures that this Gender Equality Plan remains responsive to the evolving needs and challenges in our pursuit of a more equitable workplace.

Turin, 01.09.2023



Piero Boccardo
President