

GENDER EQUALITY PLAN

1. AIM

The objective of this document is to set out the key components of Opix's policy in relation to Gender Equality and non-discrimination. Opix is committed to the development and pro-active implementation of policies aiming at inclusive equality, supporting, and encouraging diversity and having an overall high-level of ethical standards, policies, and processes.

2. PURPOSE


The purpose of this policy is to:

- Communicate and explain Opix's approach to inclusive equality.
- Explain the responsibilities of Opix's individuals, agency workers and contractors with regards to equal opportunities.
- Declare that, wherever words denoting a specific gender are used in Opix's site content, they are intended to apply equally to all employees without regard to gender.

3. SCOPE

This policy applies to all Opix staff, including individuals, agency workers and contractors.

Individuals, agency workers and contractors should follow this policy in all their dealings with other colleagues, actual or potential applicants, academics, the public suppliers, clients and other stakeholders. Any act of discrimination by individuals or failure to comply with the terms of this policy will result in disciplinary action or contract termination.



This policy applies to all aspects of employment, including recruitment, terms and conditions of work, training and development, promotion, performance management, grievance, discipline, and treatment of workers when their contract of employment ends.

4. BACKGROUND

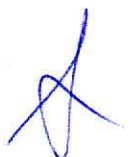
Greek Law 4808/2021 legally protects individuals from discrimination in the workplace and in wider society.

It is part of the existing legal framework comprising of laws 3896/2010, 4097/2012, 4443/2016, 3850/2010, 3769/2009 and 3304/2005 and all together constitute transposition of the so-called Recast Directive (2006/54/EC) on equal opportunities and equal treatment of women and men in employment and occupation. The Recast Directive reflects the Racial Equality Directive (2000/43/EC) that prohibits discrimination on the ground of racial or ethnic origin in a broad range of fields, including employment, as well as the Employment Equality Directive (2000/78/EC).

5. OPIX'S COMMITMENT TO EQUALITY, DIVERSITY, AND INCLUSION

Opix is committed to providing equality and fairness for all in its employment and its places of work, eliminating unjustified discrimination on following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual



All individuals, agency workers and contractors, whether part-time, full-time or temporary, are treated fairly and with respect.

6. DIFFERENT WAYS OF DISCRIMINATION

There are different ways in which discrimination can occur, described below.

6.1 DIRECT DISCRIMINATION

Direct discrimination occurs when an individual receives less favorable treatment due to their age, disability, gender or gender re-assignment, marital status, sexual orientation, race, color, nationality, ethnicity or national origins, religion or belief, or contractual and work roles which cannot be justified by genuine occupational requirements.

6.2 INDIRECT DISCRIMINATION

Indirect discrimination occurs when a provision, criterion, or practice which, although applied equally to all, is such that a considerably smaller proportion of people of a certain group can comply with it and it cannot be justified and is not legitimate. An example of indirect discrimination would be to advertise a job with a requirement that applicants must be at least 6 feet tall. This would exclude most women, and, since it is very unlikely it could be justified as a requirement for the job, it would be unlawful.

6.3 HARASSMENT

Harassment comprises a set of behaviors (active or omissive) that injure or are likely to endanger the physical and psychological integrity of another person, their freedom of determination, sexual freedom, honor, privacy, cultural identity and personal integrity or economic integrity. Harassment covers a wide range of behaviors including (but not limited to):

- Physical contact ranging from unnecessary touching or brushing against a person, to actual physical contact or serious assault,

- Verbal and written harassment through making derogatory remarks or jokes, expression or discriminatory views and intimidating comments, pin ups, graffiti, using e-mail to send suggestive an unwanted remark and/or graphics (including pornography) or other offensive material.

Harassment due to age, disability, gender or gender re-assignment, marital status, sexual orientation, race, color, nationality, ethnicity or national origins, religion or belief, or contractual and work roles is unlawful discrimination and, in some circumstances, can be a criminal offence.

6.4 VICTIMIZATION

Discrimination can also occur through the victimization of an individual who has made a complaint or allegation or given evidence or information about another in relation to discriminatory behavior. This does not apply if the individual knowingly makes an allegation, or gives evidence or information, if the allegation, evidence, or information was false and not given in good faith.

7. HOW OPIX WILL ACT ON THIS COMMITMENT

Opix will take active steps to promote good practice. In particular Opix will:

- Promote Equality of
- Promote good relations between people of different racial groups, between women and men and between disabled and non-disabled people.
- Promote an inclusive culture and good practice in recruitment, training, promotion and assessment, and good management practice, through the development of codes of best practice, policies, and training.
- Challenge behavior and attitudes not consistent with this policy.
- Have due regard to the need to eliminate discrimination on grounds of race, sex, disability, and all other grounds set out above.
- Subject its policies to continuous assessment in order to ensure fairness and examine how they affect all under-represented groups, especially ethnic minority individuals, women, and disabled individuals, and to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact.



- Monitor the recruitment and progress of all individuals, paying particular attention to the recruitment and progress of ethnic minority individuals, women, and disabled individuals.
- Ensure selection for employment, training, development and progression opportunities or any other benefit will be based on aptitude and ability.
- Ensure breaches of this policy are taken seriously, are regarded as misconduct and could lead to disciplinary proceedings.
- Take positive action wherever possible to support this policy and its aims.
- Publish this policy widely amongst individuals and include it in the Welcome/ Integration kit for all new employees.

8. PROCEDURE IN THE EVENT OF DISCRIMINATION.

Where it is suspected or alleged that inequality or discrimination has taken place, then the appropriate Opix policy will be applied, for example in the following cases.

8.1 BULLYING AND HARASSMENT

If an individual is being bullied or harassed on grounds of their gender, marital status, race, ethnic origin, color, nationality, national origin, disability, sexual orientation, religion or belief, or age, the individual will report it to the Office Manager who will then take action in accordance to this policy.

8.2 GRIEVANCE

If the inequality takes place during recruitment, in terms and conditions of work, training and development, promotion, performance management, grievance, discipline and treatment of workers when their contract of employment ends then it may be reported to the Office Manager who will then take action in accordance with this policy.

8.3 DISCIPLINARY ACTION



Where an individual, agency worker or contractor is found to have committed an act of discrimination or fails to comply with the terms of this policy Opix will act according to its internal disciplinary policies and procedures.

9. RESPONSIBILITIES

For this policy to be effective Opix requires staff at all levels to do their part as follows:

9.1 PEOPLE MANAGERS ARE RESPONSIBLE TO

- Promote Equality.
- Implement and abide by Opix policies regarding equality and diversity.
- Maintain a harmonious working environment, promoting life work balance.
- Look out for potential issues and incidents in their teams and deal with them.
- Take complaints seriously.
- Promote workplace communication and staff participation.
- Uphold confidentiality.

It is vital that people managers appreciate when and how direct and indirect discrimination occurs and understand how to eliminate both. Every decision people managers make about present and prospective individuals involves making assessments and choices.

Whenever people managers make a decision about people they should:

- Be aware of the assumptions they are making.
- Be sure that they are not based on stereotypes relating to sex, sexual orientation, marital status, race, color, ethnic origin, religion or belief, age or disability.
- Ensure that words denoting a specific gender are intended to apply equally to all employees without regard to gender.

9.2 INDIVIDUALS ARE RESPONSIBLE TO

- Abide by Opix policies regarding equality and diversity.



- Encourage and help maintain a harmonious working environment. Recognize that their behavior and actions have a direct effect on those around them.
- Take complaints regarding equality and diversity and related policies seriously.
- Raise issues of concern with their people manager in the first instance or with the Office Manager.
- Make use of support and advice services within Opix when assistance is required.

9.3 THE OFFICE MANAGER IS RESPONSIBLE TO

- Monitor the effectiveness of measures to address equality and diversity by collating appropriate statistics.
- Advise people managers on incidents and issues regarding the promotion and management of equality and diversity.
- Provide continuing support to individuals by the use of appropriate resources.
- Give guidance to people managers on this policy.

10. RESPONSIBILITY FOR MONITORING THIS POLICY

The responsibility for monitoring this policy rests with the Office Manager. The policy will be updated as and when the Office Manager deem it necessary or when employment legislation changes.

11. CONTACT FOR THIS POLICY

All personal queries to be directed to your line manager. For further information on the policy please contact the Office Manager [at office-manager@opix.ai](mailto:office-manager@opix.ai)

Legal Representative OPIX I.K.E.



Eleni Tsipouri