



## GENDER EQUALITY PLAN

ATHENS 2024



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## 1 INTRODUCTION

As highlighted in the fifth Sustainable Development Goal outlined by the United Nations, Gender Equality, our focus is on attaining "gender equality and empowering all women and girls" [1]. Gender equality serves as a crucial deterrent against violence targeting women and girls and is imperative for fostering economic prosperity. Societies that uphold the principle of equality between genders tend to be safer and healthier, recognizing gender equality as a fundamental human right from which everyone stands to benefit [2].

The process of empowerment commences early in life, irrespective of gender, and progresses through familial contexts, educational institutions, and further integration into broader social spheres such as universities, workplaces, and society at large. At PRAXIS AQUACULTURE, we prioritize the establishment and reinforcement of gender equality within our organizational culture. To this end, we have devised and adhere to a Gender Equality Plan, detailed below. The objective of our plan is to engage all employees in promoting human rights, fostering equal opportunities, and respecting everyone's unique identity.

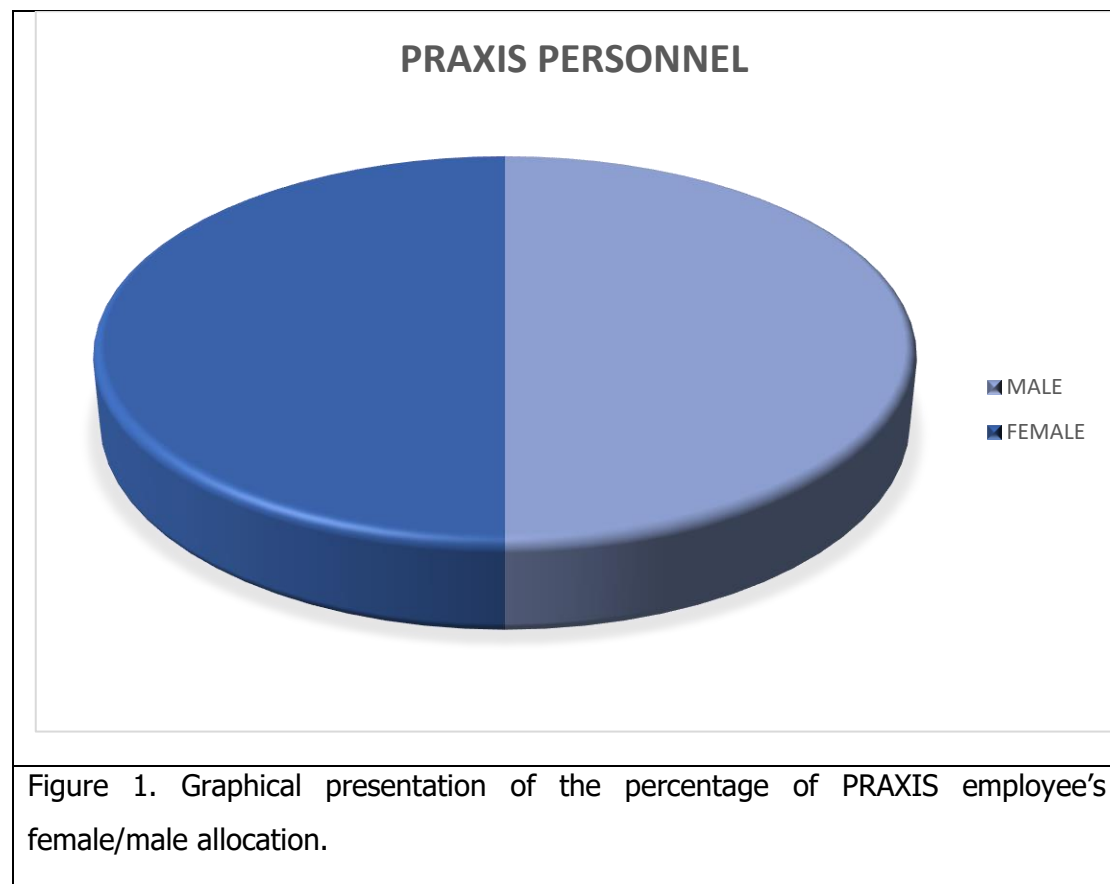
Specifically, Section 2 delineates the resources allocated by PRAXIS AQUACULTURE, while Section 3 outlines our data collection and monitoring policies. Section 4 elaborates on the training initiatives implemented by the company. Finally, Section 5 presents key performance indicators regarding gender balance within the organization, accompanied by corresponding targets for the upcoming period. This document undergoes annual review to ensure its relevance and effectiveness.

## 2 DEDICATED RESOURCES

K. Papakostas & Co., operating under the brand name PRAXIS AQUACULTURE, prioritizes the production of quality and safe products. The collaborating factories have all the required certificates across the whole production chain that conform to the European legislation. Monitoring is taking place throughout the production process as well as quality control of the final products at external accredited laboratories. The differentiation of PRAXIS in relation to the competition is that the company provides a wide range of services related to Mediterranean aquaculture and the fact that PRAXIS has accomplished, through its R & D Department, to innovate in aquaculture valuing its customers' needs. PRAXIS fish feeds are the outcome of the long-term experience of K. Papakostas & Co. stockholders, as well as the contribution of a group of qualified scientists. The company's expertise lies in Mediterranean and domestic aquaculture along with the aquaculture of brackish water fish. The Company's most important asset is its accumulated knowhow and expertise in the aquaculture sector, especially in the nutritional needs of cultured fish. Additionally, it is very important for the company to implement the Gender Equality Plan. To this end, the dedicated human resources are fully committed to leveraging their expertise in gender equality affairs to ensure the successful implementation of the company's plan.

### 3 DATA COLLECTION AND MONITORING

PRAXIS AQUACULTURE prioritizes gender equality by offering equal opportunities to candidates regardless of gender. Our data collection and monitoring practices adhere strictly to the guidelines set forth by the General Data Protection Regulation (EU) 2016/679. This process is clearly outlined in every employee's contract and is communicated to them upon extending the official job offer.



#### **4 TRAINING**

The company ensures that decision makers and the Human Resources department receive appropriate training and have opportunities to participate in educational seminars or programs focused on maintaining constant awareness of gender equality, equal opportunities, and employee inclusivity in all aspects. The aim is to equip them with a robust toolkit to combat discrimination and foster diversity within the workplace (e.g., involvement in [3]).

Lastly, designated personnel oversee and report on awareness and training initiatives, as well as the implementation of the policies outlined in this document.

## 5 CONCRETE MEASURES AND TARGETS

This section outlines the Key Performance Indicators (KPIs) that will be monitored to ensure Gender Equality in the operations of PRAXIS AQUACULTURE

| Objectives   | Measures  | Direct Target | Indirect Target                            | Timeline          | People in charge            | Indicators  | Connection with SDGs Agenda 2030 Agenda 2030  |
|--|---|---------------|--|-------------------|-----------------------------|---|---|
| <b>Promoting work-life balance and organisational culture</b><br><b>Promoting work-culture</b> | Availability of flexible working hours and remote work achieve work-life balance (i.e. timely organisation and communication of the meeting via doodle) | All employees | Employees and employers and their families | Always applicable | Project managers, employees | Policies on work and personal life of the employees | Achieve full and productive employment and decent work for all women and men, including young people and persons with family obligations and disabilities, and equal pay for work of equal value and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value |
|  | Availability of encouragement to take parental leaves, flexible working hours and remote work   |               |  |                   |                             |   |   |
|  | Encourage activities that promote work-life integration, such as flexible parental leave options.   |               |  |                   |                             |   |   |
|  | Schedule regular one-on-one meetings between managers and employees to discuss progress, concerns, and development opportunities.                       |               |  |                   |                             |   |   |



**Table 5.2** Gender balance in leadership and decision making

| Objectives  | Measures  | Direct Target               | Indirect Target | Timeline          | People in charge | Indicators  | Connection with SDGs Agenda 2030 Agenda 2030  |
|---|---|-----------------------------|-----------------|-------------------|------------------|---|---|
| <b>Promoting gender balance in leadership and decision making</b> | Give employees autonomy over their work whenever possible. Empowering them to make decisions and take ownership of projects can increase job satisfaction and motivation.   | All employees and employers | All employees   | Always applicable | Employers        | Employees receiving promotion within the company. | Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. |
|   | Promote the use of vacation days, sick leave, and personal days. Encourage employees to disconnect from work during their time off to recharge and avoid burnout.   |                             |                 |                   |                  |   |   |
|   | Providing equal opportunities to employees to evolve their experience and knowledge through training to be able to take over a leading position, either internally or externally.   |                             |                 |                   |                  |   |   |
|   | Providing equal invest in employees' growth and development by offering training programs, workshops, and opportunities for skill enhancement. This not only improves job satisfaction but also demonstrates a commitment to employees' long-term success. Leading position to employees to evolve their experience and knowledge through training to be able to take over a leading position |                             |                 |                   |                  |   |   |

| <b>Table 5.3</b> Gender equality in recruitment and career progression |  |                      |                        |                   |                                   |  |   |
|--|--|----------------------|------------------------|-------------------|-----------------------------------|--|---|
| <b>Objectives</b>  | <b>Measures</b>  | <b>Direct Target</b> | <b>Indirect Target</b> | <b>Timeline</b>   | <b>People in charge</b>           | <b>Indicators</b>  | <b>Connection with SDGs Agenda 2030 Agenda 2030</b>   |
| <b>Promoting gender equality in recruitment and career progression</b> | Ensure pay equity by conducting regular pay audits to identify and address any gender pay gaps within the organization. Transparently communicate the organization's commitment to equal pay and provide training on negotiation skills to help women advocate | All employees        | -                      | Always applicable | Employers, Managers and Directors | Interviews are being held with all candidates that match the criteria in the job description. PRAXIS aims at building long-term relationship with its employees, offering opportunities to evolve their career in the company. | Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. |
|  | Ensure that women are represented in decision-making bodies such as executive boards, steering committees, and task forces. Actively seek out and appoint qualified women to these positions to ensure diverse perspectives                                    |                      | -                      |                   |                                   |  |   |
|  | OIs received are handled regardless the gender of the candidate  |                      |                        |                   |                                   |  |   |
|  | Career progression is measured by work achievements  |                      |                        |                   |                                   |  |   |

**Table 5.4** Integration of the gender dimension into research and teaching content

| Objectives  | Measures   | Direct Target               | Indirect Target | Timeline          | People in charge | Indicators   | Connection with SDGs Agenda 2030 Agenda 2030                                   |
|---|--|-----------------------------|-----------------|-------------------|------------------|--|--|
| <b>Explore policies and practices that promote gender equality and inclusivity in the workplace</b> | flexible work arrangements, parental leave policies, gender-neutral job descriptions, mentorship programs, and diversity training initiatives. Equality and inclusivity in the workplace - company | All employees and employers | All employees   | Always applicable | Employers        | Offer flexible working hours or telecommuting options to accommodate employees' varying needs, such as childcare responsibilities or personal preferences. | Adopt and strengthen policies and enforceable legislation for gender equality. |

**Table 5.5** Measures against gender-based violence including sexual harassment

| Objectives  | Measures   | Direct Target               | Indirect Target | Timeline          | People in charge | Indicators   | Connection with SDGs Agenda 2030 Agenda 2030  |
|---|--|-----------------------------|-----------------|-------------------|------------------|--|---|
| <b>Promoting integration of the gender dimension into research content. Promoting gender-based equality and respect, not tolerate any form of violence and harassment</b> | Include all competent employees in the R&D projects. Maintain a gender-based balance approach in company's employees | All employees and employers | All employees   | Always applicable | Employers        | Providing equal opportunities to all employees in personal development and promotion within the company. | Promote empowerment of women through technology. Adopt and strengthen policies and enforceable legislation for gender equality. End all forms of discrimination against all women and girls everywhere. Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types |
|   | Treating with respect and value each employee's work and contribution within the company                             | All employees and employers | All employees   | Always applicable | Employers        | Value each employee's work and endorse team spirit within employees.                                     |   |

## 6 CONCLUSIONS

This document presents the Gender Equality Plan of PRAXIS AQUACULTURE. PRAXIS aims at promoting human rights, equal opportunities and respecting each person's individual personality, by having this Plan implemented by all employees and employers.

This document is revised on a yearly basis.

## 7 REFERENCES

[1] United Nations website, <https://www.un.org/sustainabledevelopment/gender-equality/>

[2] Article on Victoria Government website, titled "Gender equality: what is it and why do we need it?", <https://www.vic.gov.au/gender-equality-what-it-and-why-do-we-need-it>

[3] EMBRACIVE "Embracing Diversity and Fostering Inclusion in the Workplace" program taking place in Greece and Cyprus funded by the Rights, Equality and Citizenship REC Programme of the EU, took place online on July 12th, 2021.

## 8 APPROVAL

The document is approved by the top management of PRAXIS AQUACULTURE and is signed by Mr Papakostas Konstantinos, Legal Representative and Managing Partner.

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