

Gender Equality Action Plan




Inero Software Sp. z o. o. 2024-2026



Our Commitment

Our commitment is to achieve gender equality in all projects till 2026. This will be achieved by a gender-friendly policy, workplace flexibility and work-life balance.

Our Focus

Workforce Participation	Policy, Programs and Services	Communication and Engagement
Gender-friendly policy, workplace flexibility and work-life balance.	Inclusive perspective in the projects implementation.	Inclusive language in case studies presentation.
		

Our Priorities

Workforce Participation	Promote work-life balance and a gender equality organizational culture.
Policy, Programs and Services	Enabling policies, laws, and regulatory frameworks that promote gender balance.
Communication and Engagement	Ensure integration of the gender dimension into research and training contents developed by the company

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Workforce Participation

Year 1 2024	Year 2 2025	Year 3 2026	Success Measures (Performance against targets and/or how we will know actions are successfully achieved)	Responsible Person/ Department/Area
#Key Action: Promote work-life balance and a gender equality organizational culture here from high level actions above)				
Foster gender equality in the project implementation teams.	Foster gender equality in the project implementation teams.	Foster gender equality among team leaders.	Gender ration in the company.	Andrzej Chybicki, CEO.

Policy, Programs and Services

#Key Action: Fight lack of visibility of gender issues in policies and laws here from high level actions above)				
Prospect of projects aiming to improve visibility of gender issues	Prospect of projects aiming to improve visibility of gender issues	Prospect of projects aiming to improve visibility of gender issues	Number of projects	Andrzej Chybicki, CEO.

Communication and engagement

#Key Action: Ensure integration of the gender dimension into research and training contents developed by the company here from high level actions above)				
Organize gender equality awareness training for our employees	Organize gender equality awareness training for our employees	Organize gender equality awareness training for our employees	Number of trainings	Andrzej Chybicki, CEO.