



B&T Composites

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B&T Composites is committed to promoting gender equality at all levels of the company. Our goal is to create a work environment that fosters equal treatment and opportunities for all employees, regardless of gender. This plan outlines our approach to achieving gender equality through specific actions and policies.

Objectives

1. **Ensure Equal Opportunities in Hiring and Promotion**
 - Implement unbiased recruitment processes.
 - Promote gender diversity in all departments and at all levels of management.
 - Regularly review promotion criteria to ensure fairness.
2. **Close the Gender Pay Gap**
 - Conduct regular salary audits to identify and address any gender pay disparities.
 - Ensure transparent salary structures and criteria for raises and bonuses.
3. **Support Work-Life Balance**
 - Provide flexible working hours and remote work options.
 - Support parental leave for all genders and ensure a smooth return to work process.
 - Offer childcare support where possible.
4. **Foster an Inclusive Culture**
 - Promote a zero-tolerance policy towards harassment and discrimination.
 - Encourage the formation of employee resource groups focused on gender issues.
5. **Promote Professional Development**
 - Ensure equal access to training and development programs.
 - Encourage participation in leadership and skill-building workshops.

Actions

1. **Recruitment and Hiring**
 - Use gender-neutral language in job postings.
 - Set and track targets for gender diversity in new hires.
2. **Pay Equity**
 - Adjust salaries to correct any identified disparities.
 - Publish an annual report on pay equity progress.
3. **Work-Life Balance**
 - Offer telecommuting and flexible work schedules.
 - Provide comprehensive parental leave policies.
 - Develop a return-to-work program for parents re-entering the workforce.
4. **Training and Culture**



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- Conduct mandatory gender equality and unconscious bias training.
 - Promote awareness campaigns about gender equality in the workplace.
 - Create a safe space for reporting and addressing gender-related issues.
5. **Professional Development**
- Provide funding for external training and professional development.
 - Encourage women's participation in industry conferences and events.

Monitoring and Evaluation

- **Employee Feedback:** Use feedback mechanisms to gather input from employees on gender equality initiatives.

Conclusion

B&T Composites is dedicated to creating a gender-inclusive workplace. This Gender Equality Plan is a living document and will be reviewed and updated regularly to reflect the evolving needs of our employees and the company. Through continuous effort and commitment, we aim to achieve true gender equality within our organization.


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