



B&T Composites

AGROKTIMA AA1834

53 100 FLORINA - GREECE

VAT EL999669654

TEL:+30 2385044413

[E- mail : info@btcomposites.gr](mailto:info@btcomposites.gr)

www.btcomposites.gr

Gender Equality Plan

Since its foundation, B&T Composites incorporates the principles of gender equality in its operations and activities and promotes the provision of equal opportunities between women and men.

The current demands at national (Action for Gender Equality 2021-2025) and at European level (Gender Equality Strategy for 2020-2025, Gender equality in the European Research Area), our company standardizes its practices under a Gender Equality Plan (GEP).

The aims of B&T's GEP are the following:

- Data collection and monitoring: sex/gender disaggregated data on personnel and annual reporting based on indicators.

- Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.

- Content-wise, recommended areas to be covered and addressed via concrete measures and targets are:

 - o work-life balance and organizational culture:

 - o gender balance in leadership and decision-making

 - o gender equality in recruitment and career progression

 - o integration of the gender dimension into research and teaching content

 - o measures against gender-based violence including sexual harassment.