



Gender Equality Plan

2023 - 2026



STATEMENT

The promotion of gender equality and equal opportunities has been an important topic for GameInfluencer since the beginning, guaranteeing a gender balance both at the organisational level and within the activities promoted. Indeed, gender considerations are crucial both to GameInfluencer's vision and to the achievement of its mission.

We consider equality to be 'part of the day job' and an essential part of building a fair and sustainable future for the social economy.

OUR KEY FOCUS AREAS



**01. ORGANISATIONAL
CULTURE AND EASIER
COMBINATION OF WORK-
LIFE BALANCE**



**02. MORE BALANCED GENDER
REPRESENTATION IN MANAGEMENT,
RECRUITMENT, CAREER PROGRESSION
AND EVENTS**



**03. INTEGRATING GENDER
IN RESEARCH AND
EDUCATION CONTENT**



**04. COMBATING SEXUAL
AND GENDER-BASED
HARASSMENT**

The equality plan identifies four areas for focused attention that enable strategic and sustainable change at GameInfluencer.

01. Organisational culture and easier combination of work-life balance

Promotion and support of an organisational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.

Strategy:

- Promote the organisation's image and reputation as an inclusive organisation that supports and values diversity
- Integrate gender inclusion into planning and strategy across the organisation
- Undertake a regular review of flexible work and other relevant policies
- Diagnosis of the needs of persons coming back to work after parental leave, with respect to support from the organisation
- Ensure all staff are aware of the gender equality and related equality policies.



02. More balanced gender representation in management, recruitment, career progression and events

Equal access to and balanced participation of gender diverse individuals in decision-making structures (formal and informal) and ensuring equal chances to develop and advance their careers.

Strategy:

- Representation of gender diverse individuals in senior positions and in leadership domains
- Review the workforce planning process to ensure gender equality objectives are included
- Promote gender inclusive and bias free recruitment, career progression, and evaluation policy.



03. Integrating gender in research and education content

Integrating a gender dimension in ongoing research and education content, and applying it while conceiving new projects and training.

Strategy:

- Promote the inclusion of the sex and gender dimension in research content
- Promote diversity in research management.

04. Combating sexual and gender-based harassment

Preserving and promoting the physical and emotional health, safety and well-being of employees.

Strategy:

- Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment
- Working collectively to combat bias and stereotypes/



Organisation name	GameInfluencer GmbH
Chief Executive Officer	Georg Broxtermann
Executive Committee	Georg Broxtermann
Number of employees	14
Authorised by	Georg Broxtermann

Date	03.07.2023
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Signature



Georg Broxtermann