# Trust-IT Services
communicating to markets

Gender Equality Plan (GEP)

- Gender Equality is one of the [Sustainable Development Goals set by the 2030 Agenda of the United Nations](#) ("Achieve gender equality and empower all women and girls") and [a core principle of the European Union](#).

- Trust-IT Srl (Trust-IT, for short) is committed to ensure a culture that enables women and men equal opportunities within our organisation and this document, the Gender Equality Plan (GEP), states goals and status of progress at Trust-IT.

- The GEP applies also to Trust-IT's subsidiary [COMMpla Srl](#) (COMMpla, for short), that is co-located with Trust-IT, is run by the same management, and has an internal agreement with Trust-IT to mutually second personnel whenever needed by projects.

- The GEP has a strategy based on **four priority areas of intervention** (1. equal access to employment, recruitment, and selection; 2. performance evaluation and career progression; 3. work-life balance; 4. internal and external information and communication) and the **continuous monitoring** of gender equality indicators.

- An **internal working group** (GEPWG, indicated below) is set up at Trust-IT to ensure monitoring and continuous progress to achieve the objectives set in the GEP. The GEPWG meets at least quarterly.

GEPWD: Silvana Muscella (Coordinator), Michele Nannipieri (Deputy Coordinator), Anna Anicito (Secretary), Nicholas Ferguson, Noemi Fracassi, Sara Pittonet Gaiarin, Paolo Lombardi, and Alessandro Petrocelli (Team Members).

Trust-IT Services
communicating to markets

- Staff is monitored as a joint team (Trust-IT+COMMpla) and is subdivided in three categories: Directors, Senior Team members, and Specialists.

- The female representativeness at Trust-IT+COMMpla is at 37%, with a peak amongst the Specialists (44.4%).

- This GEP has been first presented internally to the Trust-IT+COMMpla team in January 2022 and is uploaded in both the Trust-IT and COMMpla websites.
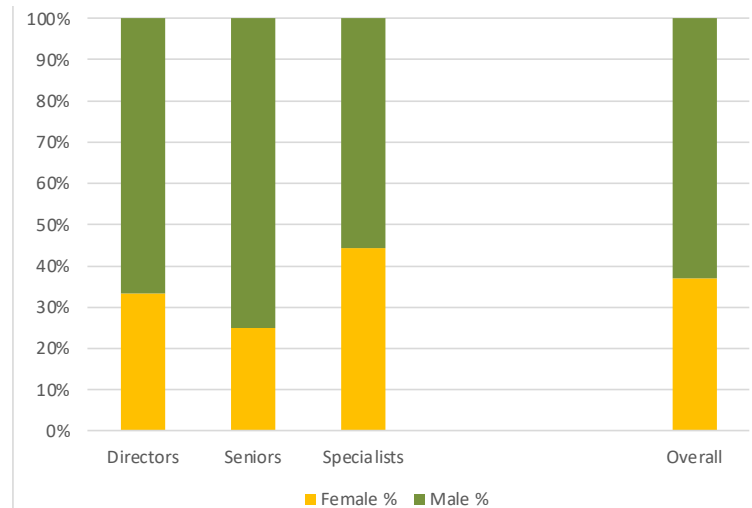
Our goal for the next 3 years is to increase the "overall" figure for females to 50%, although we do realise that the target is going to be more challenging because of the intrinsic low rate of women in the software development sector in Europe

1. Equal access to employment, recruitment, and selection.

Objective	Measures	Target	Timeline	Indicators	Who is in charge of this?
1.1 Promoting balanced representation of females and males in the working team, across all staff categories	1.1.1 Ensuring that criteria and procedures for recruiting and selecting human resources bear in mind the principle of equality and non-discrimination based on sex	All job applicants	2022-2023-2024	% females recruited per year % females in the Senior category % females in the Specialist category	GEPWG
	1.1.2 Encouraging the application and selection of females and males in areas where they are underrepresented	All job applicants	2022-2023-2024	% females recruited per year % females in the Senior category % females in the Specialist category	GEPWG + All staff members inviting prospect candidates

Trust-IT Services
communicating to markets

2. Performance evaluation and career progression.

Objective	Measures	Target	Timeline	Indicators	Who is in charge of this?
2.1 Staff career development	2.1.1 Mentoring actions from more seniors members of staff which include reflection on gender balance, diversity and gender equality.	All staff members	2022-2023-2024	Number of mentoring actions put in place	GEPWG + Senior members of the team
	2.1.2 Periodic appraisals	All staff members	2022-2023-2024	Gender ratio of the overall number of career development occurrences (yearly activity)	Directors
2.2 Training of internal tutors	2.2.1 Inform and educate the tutors about the GEP and the company policy of ensuring equal opportunities and equality of treatment for people.	Internal tutors of recently recruited team members	2022-2023-2024	Number of trained tutors	GEPWG

3. Work/life balance.

Objective	Measures	Target	Timeline	Indicators	Who is in charge of this?
3.1 Minimum fraction of remote working	3.1.1 Encouraging all team members in organise their work priorities to fit in their schedule some time in remote working	All staff members	2022-2023-2024	Days of remote work per quarter	GEPWG
3.2 Dissemination and promotion of measures to improve work/life balance	3.2.1 Internal sharing at the weekly meetings of activities and possible measures to improve work/life balance	All staff members	2022-2023-2024	Number of suggestions per semester	GEPWG gathering contributions from all staff members

4. Internal and external information and communication.

Objective	Measures	Target	Timeline	Indicators	Who is in charge of this?
4.1 Communicating the values of GEP through storytelling of tangible actions performed	4.1.1 Including gender equality themes in Trust-IT and COMMpla internal communication	All staff members	2022-2023-2024	Number of specific communication items per quarter	GEPWG
	4.1.2 Including gender equality themes in Trust-IT and COMMpla external communication	Trust-IT and COMMpla network	2022-2023-2024	Number of specific communication items per quarter	External communication team
4.2 Supporting the values of the GEP on all international projects Trust-IT and COMMpla are working on	4.2.1 Including gender equality themes in the project dissemination and communication plan	All project stakeholder groups	2022-2023-2024	Impressions on all projects that are linked to the values of the GEP	GEPWG + All staff members

Trust-IT Services
communicating to markets

info@trust-itservices.com

www.trust-itservices.com