

# THRUST

INTELLIGENT UAV SYSTEMS

## GENDER EQUALITY PLAN

Version: 2023-07-01



# **GENDER EQUALITY PLAN**

**By THRUST® – Intelligent UAV Systems**

## **Introduction**

At THRUST, we believe that fostering a diverse and inclusive workplace is not only the right thing to do but also essential for our continued success. This Gender Equality Plan outlines our commitment to promoting gender equality throughout the organization. By creating a fair and inclusive work environment, we aim to empower all employees and harness their full potential. This plan reflects our dedication to building a workplace culture that respects and values the contributions of every individual, regardless of gender.

The plan is based on the following principles:

- Equality of opportunity: Everyone should have the same opportunities, regardless of their gender.
- Equality of outcome: Men and women should have the same outcomes, such as pay and representation in decision-making positions.
- Intersectionality: Gender equality must take into account the different experiences of women from different backgrounds, such as race, ethnicity, and disability.

## **Vision**

Our vision is to cultivate an environment where all employees have equal opportunities for growth, development, and success. We aspire to create a workplace where everyone feels included, respected, and supported to reach their highest potential.

## **Mission**

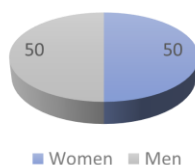
Our mission is to invite and encourage more women to join deep-tech, aviation, IT, and other STEM-based sectors. THRUST aims to guide, mentor, and support female employees throughout their career paths within these high-demand technological fields. THRUST promotes women involvement not only in decision making and leadership, but also scientific and technological R&D activities, innovation development and provision.

## Status

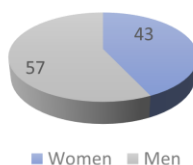
To assess the status of gender equality at THRUST, an audit was carried out. The following conclusions were formed based on the audit results:

- Recruitment and retention: **43%** of THRUST employees are women, as compared to less than 10% share that is typical to the aviation sector. All female employees have stayed for more than 3 years at the company.
- Career progression: THRUST encourages career progression within the company by providing an individual career plan for all employees. **67%** of female employees have stepped the career ladder at least once during last 3 years.
- Work-life balance and organisational culture: THRUST has a good policy on work-life balance, which includes the company's practices related to flexible working, parental leave, childcare and healthcare. The overall culture of THRUST is supportive of gender equality.
- Training and development: THRUST prioritizes training of women employees by providing encouragement and mentorship for the development of professional competences and personal qualities.
- Leadership: Currently, **50%** of C-level managers at THRUST are women. We are proud of this achievement and aim to retain the full gender balance in leadership positions.
- Financial aspects: no pay gap based on gender was found at THRUST, all employees are rewarded based on their position and input to the company's results.
- Research and innovation: **50%** of senior researchers with a PhD degree at THRUST are women. THRUST aims to retain this balanced status quo by encouraging more women to join the R&D sector.
- Job profiles: **67%** of THRUST female employees have technical and/or R&D positions, thus ensuring gender representation for different career profiles.

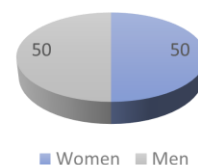
C-level management, %



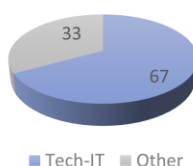
Total employees by gender, %



R&D positions with PhD



Technical/IT positions of female employees, %



## Goals and Objectives

Our Gender Equality Plan focuses on achieving the following goals:

- ✓ Maintain Gender Representation: Maintain the balanced 50/50 representation of women in leadership and decision-making positions within the company.
- ✓ Maintain zero Gender Pay Gap: Conduct regular pay gap assessments and take appropriate measures to eliminate, if any, unjust pay disparities based on gender.
- ✓ Foster Inclusive Culture: Promote an inclusive workplace culture that values diversity, provides equal opportunities, and respects the contributions of all employees.
- ✓ Encourage women to join deep-tech sector: Maintain 50/50 gender balance of PhD level researchers. Maintain >50/50 balance of R&D and technology related positions among female employees.
- ✓ Support Work-Life Balance: Maintain policies and practices that support work-life balance and address the needs of employees with caregiving responsibilities.
- ✓ Enhance Awareness and Education: Continue providing training and educational resources to raise awareness about gender equality, unconscious bias, and respectful behaviour in the workplace.

## Implementation Strategies

To achieve our goals, we will implement and/or maintain the following strategies:

1. Recruitment and Promotion:
  - 1.1. Develop gender-neutral job descriptions and hiring criteria.
  - 1.2. Encourage diverse candidate pools for all positions.
  - 1.3. Continue mentorship program to support the career development of female employees.
2. Pay Equity and Transparency:
  - 2.1. Conduct regular pay audits to identify and address any gender-based pay disparities.
  - 2.2. Communicate transparently about pay scales and promotion criteria to all employees.
3. Inclusive Workplace Culture:
  - 3.1. Establish a zero-tolerance policy for gender-based discrimination, harassment, or bias.
  - 3.2. Encourage internal communication to foster a sense of community and support for underrepresented genders.
4. Work-Life Balance:
  - 4.1. Offer flexible work arrangements, including remote work options where feasible.
  - 4.2. Provide parental leave and support for employees returning to work after parental leave.
5. Awareness and Education:

- 5.1. Conduct discussions on gender equality and diversity for all employees. Provide consultations on unconscious bias to decision-makers in the hiring and promotion process.

## **Monitoring and Evaluation**

To ensure the successful implementation of our Gender Equality Plan, we will regularly monitor and evaluate our progress. Key steps in this process include:

1. **Data Collection:** Continuously collect data on gender representation, pay, promotions, and employee feedback to track progress.
2. **Performance Review:** Regularly assess the impact of our strategies and initiatives on achieving gender equality goals.
3. **Feedback and Adaptation:** Encourage feedback from employees and stakeholders to identify areas for improvement and adjust the plan accordingly.

## **Communication**

We are committed to open and transparent communication regarding our Gender Equality Plan. Regular updates will be provided to all employees, and we welcome feedback, questions, and suggestions to improve our efforts.

## **Resources and Support**

To effectively implement this plan, we will allocate the necessary resources, support, and training for our employees and management team.

## **Conclusion**

At THRUST, we are dedicated to creating a workplace where everyone feels valued and has equal opportunities to thrive. Our Gender Equality Plan is a testament to our commitment to gender equality, diversity, and inclusion. Together, we can build a better and more equitable future for our company and our community.

**Daiva Urbanavičienė**

CEO and Co-founder

THRUST® – Intelligent UAV Systems (AeroDiagnostika Ltd.)

2023-07-01

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