



 Sintagma

**GENDER**

**EQUALITY**

**AT SINTAGMA**



1 Sintagma acknowledges and undertakes to implement **the value of gender diversity** as key to its innovation and development.

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2 Sintagma undertakes to maintain a gender balance within the company and will analyse and ensure **the presence of women**, their professional development and equal pay.

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3 Sintagma will assess and implement measures **to support parenthood**, assist reinstatement after maternity leave and support paternity leave.

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4 Sintagma will endeavour to encourage an inclusive culture, which **avoids every form of direct or indirect discrimination** regarding maternity or paternity leave.

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5 Sintagma undertakes to guarantee **equal salaries**.

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6 Sintagma will assess and promote **flexible working practices** to guarantee employees maintain a good work-family life balance.

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7 Sintagma's management will **keep itself updated and will update its employees** on the topic of professional development and gender equality.

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8 Sintagma will guarantee genders are equally represented among **panellists at discussions, events and conferences.**

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9 Sintagma promises to take the utmost care in its use of **language** and will use terms that avoid gender stereotypes.

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10 Sintagma will endeavour to facilitate the development of an **inclusive work environment.**

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