

Gender Equality Plan

1. Introduction

At Lalemant, we are committed to fostering a workplace culture that values diversity, equity, and inclusion. The Gender Equality Action Plan (GEAP) is a key initiative aimed at ensuring equal opportunities for all employees, regardless of gender, and creating an environment where everyone can thrive.

This plan reflects our dedication to addressing gender disparities, promoting inclusivity, and building a balanced and representative workforce at all levels of the organization. It aligns with our strategic priorities, legal obligations, and ethical values, serving as a roadmap to drive meaningful change and advance gender equality.

2. Preparation GEP

In recent years, non-discrimination has been a prominent focus on the agenda of both the European Council and Lalemant. This shared priority underscores the commitment to fostering inclusive environments where equal opportunities and fairness are guaranteed for all individuals, irrespective of their background or characteristics.

Lalemant has embraced this principle, integrating it into its organizational culture and policies to promote equity and respect at every level.

In preparation for the development of the Gender Equality Plan (GEP), the following actions were undertaken:

1. **Analysis of Current Gender Distribution & employee wellbeing**

A comprehensive analysis was conducted not only on the gender distribution within the organization but also on employee well-being indicators. This included reviewing employee satisfaction, work-life balance, and mental health aspects, with a focus on identifying disparities and areas for improvement.

2. **Employee Survey and Feedback**

An employee survey was organized to gather insights from employees on various topics, including gender equality, workplace satisfaction, well-being, career development, and the current state of inclusivity. The results were used to understand employees' needs and concerns better.

3. **Review of Existing Policies and Practices**

A detailed review of the organization's existing policies and practices related to gender equality, including recruitment, compensation, and career development, was conducted to identify strengths and areas for improvement.

4. **Study of Relevant Literature and Guidelines**

Instead of conducting training sessions, we engaged in an in-depth study of relevant literature and guidelines on gender equality and employee well-being. This research ensured that the GEP aligns with best practices and complies with European and industry standards.

5. Establishing a wellbeing team

A dedicated team was formed, consisting of members from various departments, to monitor & evaluate the implementation of the GEP and to monitor its progress all round employee wellbeing over time.

These preparatory actions laid a strong foundation for the development of a comprehensive and effective Gender Equality Plan that aligns with both organizational goals and European standards.

3. Evaluation and analysis

From the analysis of the current situation at Lalemant NV, it is concluded that Lalemant has already implemented several measures that contribute to a non-discrimination context within the organization. The following points will elaborate on this further.

A. Figures of 2024

Below is a summary of employee data as of the year transition 2024–2025:

- Gender distribution of employees: 58% women, 42% men
- Gender distribution in management: 60% women, 40% men
- Gender of the 10 most recently hired employees: 50% women, 50% men
- Gender distribution in part-time employment: 100% women, 0% men
- Average salary by gender: €5,150 for women, €5,246 for men

B. Employee survey 2024

During the transition from 2024 to 2025, Lalemant NV conducted its first employee satisfaction survey, focusing on staff well-being. The results show:

- Only 5% of employees are dissatisfied with the current compensation system.
- However, 20% of employees expressed a desire for more attention to overall well-being.
- 79% of employees feel they maintain a good work-life balance and can effectively separate their professional and personal lives.

C. Best Practice

Lalemant considers the following as its "best practice":

I. Institutional policy

Lalemant prioritizes a robust institutional framework that fosters inclusivity and ensures policies align with non-discrimination and equity principles.

At Lalemant, we ensure that our recruitment process is entirely gender-neutral. Job vacancies are written in a gender-neutral manner and are published across widely accessible channels. Each vacancy highlights opportunities for both men and women to achieve a healthy work-life balance.

Additionally, our employment regulations include a specific clause addressing non-discrimination and employee well-being, underscoring our commitment to fostering an inclusive workplace.

Our compensation policy is rigorously gender-neutral, ensuring equal pay for equal work, regardless of gender.

II. [Career development](#)

Lalemant is committed to fostering a supportive and inclusive workplace environment. To achieve this, we have implemented a variety of initiatives and resources aimed at promoting well-being, career development, and open communication:

1. **Comprehensive Training Programs**

Lalemant offers an extensive range of training opportunities designed to address multiple aspects of professional and personal growth:

- **Well-being at Work:** Sessions focused on stress management, resilience, and maintaining a healthy work-life balance.
- **Competency Development:** Programs to help employees identify and showcase their skills, enhancing their confidence and career potential.
- **Career Growth Support:** Targeted workshops and mentorship for employees who wish to advance within the organization, ensuring equal access to leadership opportunities.

2. **External Coaching for Teams**

To strengthen communication and collaboration within teams, Lalemant has engaged an external coach. This coach works closely with team members to:

- Improve interpersonal communication.
- Resolve conflicts constructively.
- Build stronger, more cohesive teams capable of meeting organizational goals effectively.

3. **HR Manager as a Trusted Advisor**

In late 2024, Lalemant appointed a dedicated HR manager who also serves as the organization's **confidential counselor**. Employees have been explicitly informed that they can approach her to:

- Share concerns or report incidents related to integrity, discrimination, or harassment.
- Discuss challenges impacting their well-being or workplace satisfaction.
- Seek advice on professional growth or interpersonal matters.

This open-door policy ensures that employees feel heard, respected, and supported in all aspects of their work life.

4. **Prevention and Protection Services**

Lalemant has established a dedicated **Service for Prevention and Protection** to safeguard the well-being of all employees. This service proactively addresses:

- Workplace safety protocols and compliance.
- Mental and physical health initiatives.

- Risk assessment and mitigation strategies to maintain a secure and positive working environment.

These measures collectively reflect Lalemant's unwavering commitment to fostering a workplace that prioritizes inclusivity, well-being, and professional growth for every employee.

III. [Work-life balance](#)

At Lalemant, we actively support our employees in achieving a healthy work-life balance through a range of tailored initiatives and policies:

1. **Flexible Work Schedules**

Employees have the option to arrange their work hours flexibly, enabling them to better align professional commitments with personal responsibilities.

2. **Leave Policies Supporting Balance**

We offer various leave arrangements designed to accommodate diverse needs and life stages, including:

- **Career Breaks:** Allowing employees to temporarily step back from work for personal or professional reasons.
- **Parental Leave:** Supporting parents in taking time off to care for their children.
- **Part-Time Work Options:** Providing opportunities for employees to work reduced hours while maintaining their role within the organization.
- **Supplementary Leave:** Offering additional leave days beyond the statutory requirements.
- **Youth Leave:** Designed for younger employees to align their work schedule with personal or academic needs.
- **Paternity and Birth Leave:** Enabling new parents to spend crucial time with their families.

3. **Occasional Telework**

Employees can opt for occasional remote work to better manage personal obligations and enhance their private lives. This flexibility ensures that work responsibilities can coexist harmoniously with individual needs, fostering both productivity and well-being.

By offering these initiatives, Lalemant demonstrates its commitment to supporting employees in maintaining a sustainable and fulfilling balance between their personal and professional lives.

IV. [Cultural values](#)

At Lalemant, we are committed to diversity and guarantee equal opportunities for all, regardless of background. We foster an inclusive work environment where respect and collaboration thrive.

Our open communication culture ensures every employee has a voice, creating a supportive atmosphere built on trust. By embracing diversity, we strengthen our organization and promote innovation while ensuring all employees feel valued and included.

V. [Knowledge sharing on gender](#)

Efforts are actively made to disseminate knowledge and raise awareness about gender equality within the organization. This includes training sessions, workshops, and open dialogues aimed at promoting understanding and collaboration among employees.

D. Challenges and opportunities

Lalemant acknowledges existing challenges, such as addressing the gender disparity in part-time roles and refining initiatives for employee well-being. These challenges present opportunities to further enhance the organization's commitment to equality and inclusivity.

4. Action plan and objectives

To build on our current progress, Lalemant is outlining clear goals to further promote equality within the organization. These goals will be implemented over the upcoming year, with priorities aligned to our strategic objectives and available resources.

Institutional policy	<ul style="list-style-type: none"> • Continue to ensure job postings are gender-neutral • Ensure gender balance during the recruitment process • Actively promote and support gender diversity in leadership positions • Increase transparency in salary structures to address minor disparities.
Career development	<ul style="list-style-type: none"> • Create mentorship programs to support the career progression of underrepresented groups • Offer tailored leadership training programs to prepare employees for advancement into management roles • Establishing clear guidelines for communication and availability of growth within the company • Enhance employee well-being programs, focusing on mental health and overall workplace satisfaction.
Work-life balance	<ul style="list-style-type: none"> • Further develop and refine the flexible work policy to meet the evolving needs of employees • Ensure that flexible work opportunities are accessible to all employees, promoting equality and inclusivity • Strengthen gender equality particularly in part-time employment
Cultural values	<ul style="list-style-type: none"> • Lalemant will continue to dedicate itself to building a fair and inclusive workplace with a diverse workforce. By fostering an environment where everyone feels valued and supported, Lalemant ensures that diversity remains a key strength within the organization.

5. Implementation

The HR manager, in collaboration with the management team, will oversee the implementation of the action plan to ensure progress is made. The group will convene in April 2025 to evaluate the initial steps and assess the effectiveness of the measures already taken.

6. Evaluation

Monitoring and evaluation are continuous processes throughout the implementation of the Gender Equality Action Plan (GEAP).

Monitoring involves tracking the execution of actions and ensuring progress aligns with the plan. It can reveal potential obstacles or resistance to change, prompting necessary adjustments to the GEAP. Evaluation then assesses the impact and effectiveness of the actions undertaken.

These regular monitoring and evaluations provide an opportunity to take appropriate corrective measures and, if necessary, adapt the GEAP to ensure its objectives remain achievable and relevant. The HR manager is responsible for monitoring and evaluating the progress of the GEAP.