

KrattWorks Gender Equality Plan

Last updated: 11th November 2023

KrattWorks is implementing a Gender Equality Plan to create a more inclusive and diverse workplace. The practices we are following:

1. Recruitment Practices:

- a. We are reviewing and revising our recruitment practices and channels from where we source new workforce to ensure our job adverts would attract diverse candidates.
- b. We do not think we need to consider blind recruitment processes as of now, because female candidates are already strongly favoured in the hiring process - we are aware of our (and the sector's systemic) current gender imbalance and we are striving to attract more female colleagues.

2. Equal Pay and Additional Paid Leave:

- a. We are currently waiting for confirmation from Estonian Labor Inspectorate and Equal Opportunities Commissioner confirmation, if it is in accordance with Estonian legislation to offer all female workers 35 days paid holiday, instead of the mandatory 28 days offered to male candidates. If this is legal, then we will implement this as a policy.
This policy does not reflect an expectation at KrattWorks that women bear the majority of household tasks; we respect all our colleagues' family commitments equally, regardless of their sex (see Section 3 below). Instead, women's extra holiday allowance addresses indirectly the systemic shortcomings in the availability and quality of healthcare for women, which is a problem that KrattWorks cannot directly resolve.
- b. Female candidates are offered the exact same salary terms as male candidates for the same position.
- c. We conduct annual audits to ensure that there are no gender pay gaps within the organisation, in the sense of unequal pay for male and female colleagues doing the same work.

3. Flexible and Family-Friendly Work Policies:

- a. We are implementing flexible work hours and remote work options to accommodate diverse needs and improve work-life balance.
- b. We offer family-friendly policies, such as parental leave, childcare support, and flexible scheduling to support both male and female employees with caregiving responsibilities.

Activities to be implemented during 2024:

- Diversity and Inclusion Training:
- We will provide training sessions on diversity and inclusion to all employees. This helps raise awareness about unconscious biases and fosters a more inclusive culture.
- Partnerships: as soon as we have the necessary resources, we intend to cooperate with the girls' technology course "HK Unicorn Squad," which provides knowledge and skills in technology to girls.
- Creating a more Positive Work Culture: we will take actions to foster an inclusive and supportive work culture, where diverse voices are valued and respected.
- Annual Diversity Metrics Review will be conducted to assess the effectiveness of our programs and identify areas that need improvement.
- Continuous improvement: the activities under the Gender Equality Plan will be reviewed at least once a year.



Mattias Luha, CEO