

# GENDER EQUALITY PLAN



“Gender diversity is key to business advantage”

**Ensuring gender equality is a continuous effort in which the contribution of everyone is essential. The success of any organisation depends on how well it cultivates a culture of diversity, inclusion, and equal opportunities for all employees.**

*April 2023*



# Our Approach:

At Ildiro Analytics, we strongly believe in the importance of gender diversity in the workplace. Numerous social studies have shown that companies with diverse teams, including gender diversity, tend to perform better in terms of productivity, creativity, and innovation. We believe that achieving gender parity across all levels of our organisation will not only benefit our company but also contribute to a more equitable and just society.

To achieve this goal, we recognise that we must nurture an inclusive and equal culture for everyone. That means

creating an environment where all employees, regardless of gender or any other characteristic, feel valued and respected. We aim to foster an atmosphere of open communication, mutual respect, and equal opportunities for professional growth and development.

Our constant efforts are dedicated to eliminating any unconscious biases that may exist in our workplace by providing diversity and inclusion training to all employees. To ensure that we meet our gender equality goals, we regularly review our hiring practices and evaluate



objective. Our hugely successful apprenticeship programmes allow female candidates to further develop and progress within our company and in their future careers within the sector. We also offer training and development programs to help women advance their careers and reach their full potential within our organisation.

Despite these efforts, we know that achieving gender parity in the tech industry will take time and continued effort. That's why we remain committed to creating a workplace culture that values diversity and supports the growth and development of all employees, regardless of gender. We aim to attract and retain more qualified female candidates and contribute to a more diverse and equitable tech industry by fostering an inclusive and supportive environment.

our company's diversity metrics. We actively seek out and recruit qualified women candidates for all positions and offer training and development opportunities to help women advance into management roles.

While we put our commitments to achieving gender parity as a priority, we recognise that the lack of females in the talent pipeline in the tech sector poses a significant challenge. The underrepresentation of women in STEM fields is a well-known issue, and it can make it difficult for companies like ours to attract and retain qualified female candidates.

We are constantly working towards establishing ourselves as an employer of choice for women in tech. We are proactively recruiting and retaining women in tech roles to reach this

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# Our Strategic objectives:

**At Ildiro, we commit to the Gender Equality Plan in achieving full gender parity across all levels of our organisation. The plan is based on three main objectives:**



## 01

### **Building an inclusive organisational culture that encourages gender equality**

We recognise that creating a culture of inclusivity is essential to achieving gender parity. To achieve this objective, we are committed to promoting an environment that fosters respect, openness, and equal opportunities for all employees. We provide diversity and inclusion training to our staff and encourage open communication and feedback.

We can achieve our goal of full gender parity

# 02

## **Achieving gender balance in decision-making and governance**

We believe that having a gender-balanced leadership team and board of directors is essential to achieving gender parity in our organisation. To achieve this objective, we are committed to actively seeking out and promoting women to leadership positions, providing equal opportunities for professional growth and development, and ensuring all employees have access to the resources they need to succeed.

# 03

## **Providing equal career opportunities, support, and progression:**

We know that equal career opportunities and support are essential to achieving gender parity. To achieve this objective, we are committed to providing equal access to training and development opportunities, promoting work-life balance, and ensuring that our policies and procedures are fair and equitable. We also offer mentoring and coaching to help women advance their careers and reach their full potential within our organisation.



“We must ensure that everyone has equal opportunities”

*Geraldine Magnier - Dector and Co-founder of Idiro Analytics.*

We believe that by fostering an inclusive and supportive environment, promoting gender diversity at all levels of our organisation, and providing equal opportunities for professional growth and development, we can achieve our goal of full gender parity.



*Gender Equality Plan - April 2023*

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