

# Gender Equality Plan



**Built for**  
GenAI users



**Dev-first,**  
AI-native



**The best assistant**  
for securely receiving code

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## 1. Introduction

Cyclopt, as an innovative spin-off from the Aristotle University of Thessaloniki specializing in software quality and DevSecOps, is fully committed to promoting gender equality, diversity, and inclusion within the technology sector. This Gender Equality Plan is established in alignment with the European Commission's standards and Horizon Europe eligibility requirements, serving as a formal framework to foster an equitable, safe, and supportive professional environment for all team members.

To ensure the effective implementation of this plan, Cyclopt establishes four foundational process-related building blocks:

- a. First, this document represents a formal commitment that is published openly on the official Cyclopt website and is signed and endorsed by the CEO and Founder, Professor Andreas Symeonidis. This public endorsement ensures accountability and visibility both internally and externally.
- b. Second, Cyclopt dedicates specific resources to support these initiatives, including the appointment of a Gender Equality Officer who is allocated dedicated working hours to oversee the plan's execution, coordinate actions, and provide gender expertise to the team.
- c. Third, the company maintains a systematic data collection and monitoring framework, which gathers sex and gender-disaggregated data on all personnel, covering aspects such as recruitment, job roles, salary bands, and career progression, culminating in an annual reporting cycle to evaluate progress against key indicators.
- d. Fourth, Cyclopt organizes annual training and awareness-raising sessions on gender equality and unconscious bias, which are mandatory for all staff, software developers, and decision-makers, helping to cultivate a conscious and unbiased organizational culture.

## 2. Content-Wise Recommended Areas and Measures

The plan addresses five core content areas through concrete measures and targets:

- In the area of work-life balance and organizational culture, Cyclopt implements flexible working arrangements, including hybrid and remote working models, and establishes supportive policies for parental and family care leave to ensure that professional growth does not conflict with personal and family responsibilities.
- Regarding gender balance in leadership and decision-making, the company actively strives to increase the representation of women in management, technical lead roles, and advisory boards, ensuring that diverse perspectives shape the strategic direction of Cyclopt's technology.
- For recruitment and career progression, Cyclopt adopts unbiased hiring processes, which include using gender-neutral language in job advertisements, ensuring diverse interview panels where possible, and establishing transparent, merit-based criteria for performance evaluations and promotions.
- In relation to the integration of the gender dimension into research and technical content, Cyclopt ensures that its software quality assessments, AI-generated code evaluations, and algorithmic models are designed and tested to prevent the propagation of gender biases, thereby embedding equity into the core of its product offerings.
- Finally, concerning measures against gender-based violence, Cyclopt maintains a strict zero-tolerance policy against sexual harassment and any form of discrimination, backed by a confidential reporting mechanism, clear investigation procedures, and support protocols to guarantee a safe and respectful workspace for everyone.

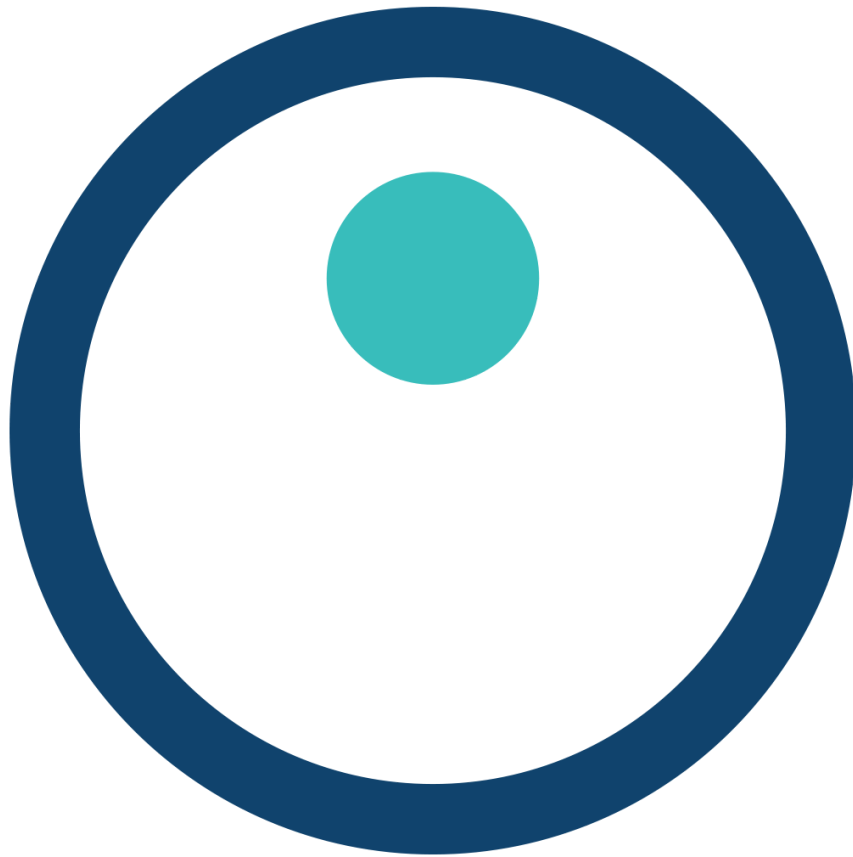
### 3. Implementation and Sign-off

By implementing this Gender Equality Plan, Cyclopt reinforces its dedication to building a fair, innovative, and sustainable workplace that empowers all individuals to succeed. The management team will regularly review these measures to ensure they remain effective and aligned with the latest European standards.

**CYCLOPT P.C.**  
Κυκλική Βελτιστοποίηση Ι.Κ.Ε.,  
Παροχή Υπηρεσιών Εφαρμογών Πληροφορικής  
Πτολεμαίων 29Α / Τ36, 54630, Θεσσαλονίκη  
info@cyclopt.com / www.cyclopt.com  
Αριθμός Γ.Ε.Μ.Η.: 144335006000  
ΑΦΜ: 800894158 / ΔΟΥ: Ε' Θεσσαλονίκης

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Cyclopt CEO & Founder  
Andreas Symeonidis



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