



CS-AWARE
CYBERSECURITY

Gender Equality Plan (GEP) **(December 2023)**

Company statement

The promotion of gender equality and equal opportunities has been an important topic for CS-AWARE Corporation, since the beginning, guaranteeing a gender balance both at the organisational level and within the activities promoted. We consider equality to be ‘part of the day job’ and an essential part of building a fair and sustainable future.

To progress gender equality further we must also continue to challenge the beliefs and attitudes that are undermining progress. We must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender diverse individuals face. This equality plan acknowledges that “gender equality is about non-discrimination and the protection of fundamental human rights”. With that in mind, we also recognise that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence. We stand in support of equal rights and fair treatment of all members of the LGBTI+ community.

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices. In parallel, this GEP also aims to contribute to the achievement of gender equality through research, project design, and education that pay due attention to gender differences, and actively promote equality between gender diverse individuals.

Introduction & Gender Equality overview

CS-AWARE Corporation is an early-stage start-up in cybersecurity. The company participates actively in research projects, and for many of its project, the company collaborates across borders, with a diverse range of organisations in Europe (and sometimes beyond).

The company is currently run by its 7 (male) founders. It has no further employees, but the company is preparing for its growth phase with the full intention to be an equal opportunity employer. CS-AWARE is a horizontal organisation, where the directors collaborate and contribute to the success of the company, being able to bring in their expertise, knowledge, experience, and ideas equally.

Although we are currently a small company, it is still important to define our aims with respect to gender equality in our organisation, and in what way we can address gender equality in our project work.

Objectives of the GEP

- Increase the company's commitment to inclusion and equal opportunities through raising awareness of topics such as gender bias and stereotypes.
- Help to advance towards a beneficial work-life balance for everyone.
- Incorporate gender perspectives in research.
- Stay updated and make sure our gender and diversity actions are going through a constant learning and feedback process.

Key areas of action

For realising the objectives, the company has defined three key areas for continuous action.

Key Area 1: Gender equality in recruitment, wages and work processes

- The Company is committed to an equal gender division within all employment categories.
- The Company always monitors gender balance in the company and takes gender gaps into consideration during the recruitment phases.
- The gender equality in recruitment, wages and responsibilities applies to senior management and decision-making positions.
- The Company also aims for equality when it comes to people's working practices and this implies that the Company always guarantees and appropriate inductions for new entries, specific treatments for persons with disabilities to allow them to work efficiently.

Key Area 2: Work-life balance, parenthood, and organizational culture

- The Company believes that our persons are our unique "asset" and their work-life balance needs have always been considered as a key point.
- Recently, due to the consequences of the pandemic emergency our work-life and work habits changed, therefore we have introduced ad-hoc work-life balance policies to meet the professional needs of our staff while ensuring people's safety.
- From the beginning of its constitution the Company issued a maternity and paternity policy in line with the national legislation and possibly even beyond. the Company claims a shared culture of equal opportunities as well as a strong value of inclusion in all members of its team.

Key Area 3: Integrating gender in research and education

- The Company is committed to promote the inclusion of the sex and gender dimension in research content (research and project proposals, research articles), and in promoting the integration of a sex and gender perspective in education & training material developed by the company.

Gender Equality Plan implementation

Publication and official endorsement of the GEP

The GEP will be published on the company's public website and reviewed every 3 years.

Dedicated resources


CS-AWARE corporation is a small organisation and for this reason, the management board shares the responsibility for the implementation of the GEP.


Data collection and monitoring

The data collection is important to monitor the correct implementation of the GEP. However, being a small company, the data collected will only focus on:

- Staff numbers by sex/gender at all levels, by function and by contractual relation to the organisation;
- Wage gaps by sex/gender and job;
- Numbers of women and men in decision-making positions;
- Numbers of female and male candidates applying for distinct job positions;

Vienna/Aarhus, December 2023

DocuSigned by:

D3E3C150CF80454...
Thomas Schaberreiter

DocuSigned by:

83957609C598433...
Kim Gammelgaard