Gender Action Plan: Modelwise

Why a GAP for Modelwise?

As a start-up in a traditionally male-dominated sector, Modelwise views it as all the more important to promote a gender-inclusive, diverse workplace, where everyone has access to the same opportunities irrespective of their gender. Recognising diversity for the strength it is accords to our key values and ensuring that talent and skill are rewarded is in-line with the culture of excellence we seek to foster. We have thus taken the opportunity presented by the EU's Gender Equality Strategy to outline our plans to demonstrate our commitment to achieving gender equality and addressing potential biases in our organization. In doing so, we hope to commit to wider changes to transform our industry into a more diverse eco-system, strengthening it in the process.

Objectives:

- To foster an inclusive work-environment that celebrates diversity as a factor contributing to excellence.
- To enable our employees to perform at their best by establishing a healthy work-culture that supports wellbeing and work-life balance regardless of their roles in their personal life, male or female.
- To encourage where possible an increase in the number of women engaged with our industry, particularly in leadership and technical positions, making it more diverse.
- To identify and eliminate any unconscious biases in recruitment, promotions, and evaluations in our company.

Indicators of Success and How These Will Be Measured

Major indicators of success will be the presence of motivated and content female employees in our company, who have the sense that they are progressing and moving forward in their careers. Other indicators of success will be company-wide awareness of gender related issues. Team composition, retention rates, surveys, and individual interviews (such as the annual review) should collect the requisite data to determine these factors. We would be aiming towards a 100% retention rate of our female employees and expect them to make career progression according to the industry standard for their roles. As well as retaining and developing our current female talent, we would hope to increase the headcount of full-time female employees by at least 100% in the next two years.

Deliverables in terms of recording and reporting will be an annual report at the end of the year, which should contain the above-mentioned data to determine the success of the plan. Other tangible deliverables will be a parental leave reintegration plan and records documenting completion of training courses and initiatives as mentioned in the initiatives below. Female participation and enthusiasm for these initiatives and learning opportunities will be another indication of the effectiveness of the measures below.

Initiatives According to Key Action Areas

Objective No	Activity/Output	Measures and Actions	Baseline	Target	Responsible	Budget (€)
Output 1: Empower women as decision makers in the company						
1.1	Engage Advisor for Gender Equality	- Involve Dr. Ana Petrovska (former Gender Equality Officer Deputy at the Department of Informatics at the Technical University of Munich (TUM) 2017-2022, Officer (2015-2019) and President (2019-2022) at Women in CS@TUM),	- No current gender advisor	- Advisor looks over reporting and consults on regular basis with Gender Officer on efficacy of plan measures and further steps	HR Manager, CEO	3000
1.2	Develop, mentor, and empower young female talent on the team, equipping them to take part in future key decision making	- Employee development plans for young women in company offering leadership trajectories - Source courses aimed at developing young women's talent - Ensure that young female talent has access to mentors such as advisors and there are positive female role models where possible - Ensure lifestyle support measures are in place and advertised to encourage	Two young female employees in junior positions, who enjoy some mentorship from external advisors and supervisors, no post-parental leave reintegration plan, remote work and parental leave implemented, employee development plans in nascent stage	Young female employees feel like they are continuously learning and developing and have an meaningful trajectory within the firm are well retained. This is reflected in employee development plans, which are to be finished by June 2025. Emphasis on female participation in	HR Manager, CEO (as supervisor of said employees)	2000

		women in company to pursue a career without fear of having to compromise aspects of their personal life in the future			development events evident throughout firm. 100% retention rate for female employees after 2 years		
1.3	Strive to engage female candidates for technical lead positions	- Engage with recruiters to actively source female candidates	- No current engagement with recruiter specifically for gender diversity in applicant pool	- Even division of male and female applicants post initial screening phase	HR Manager	N/A
Output 2: De-bias and gender-sensitise our hiring and evaluation process that can focus on talent and excellence						
2.1	Remove any gender biases from our messaging in hiring material	- Analysis of hiring material and process as it currently stands - Find training for HR professionals in identifying biases in sourcing - Assess our previous evaluations for gender biased tendencies - Develop measures to anonymise and de-bias the data we have on applicants - Encourage anonymous applications without images where possible	Not all applications are anonymous at pre-selection process, training not sourced, process not yet been analysed for bias	Process analysed during Q4 hiring round, report created at end (approx. Jan 2025), training sourced by November 2024, as well as means to anonymise applications	HR Manager, CEO, stakeholders in hiring process (role-dependent, mostly tech department for this year)	1500
2.2	Participate in initiatives supporting excellence in women in STEM to address the male	- Find conferences and events that are part of these initiatives - Become a sponsor or ambassador for initiatives, engaging with university	No current participation	Participation in at least one collaboration with a university STEM department and one	Gender Officer and CTO	1000

	dominated nature of our industry	STEM departments and other comparable organisations		other initiative by January 2026		
Output 3: Create an enabling environment that encourages balance and wellbeing						
3.1	Ensure our harassment policy, including a 'harassment awareness info section' is robust and read by all current and future	- Source a harassment awareness course and integrate it into onboarding process for all new employees, with a workshop for existing employees - Ensure robust, safe, and confidential reporting structure in cases of harassment	Harassment policy part of code of conduct but no formal training, gender officer but no harassment officer	Training on harassment awareness and identification administered throughout firm, officer for reporting of harassment elected	Gender Officer	1000
3.2	Having family friendly meeting times	- Ensure that all full-team meetings are not scheduled during school pick-up and drop-off times by introducing a blocker system	No meetings held at school drop off/pick up times currently but no explicit blocker system	Meetings continue to be scheduled flexibly with blocker system in place	HR Manager	-
3.3	Monitor logged hours to ensure that nobody is exceeding healthy workloads	- Use HR tool, establish HR checking once a month (during payroll considerations)	Hours logged intermittently checked	Hours logged regularly checked, example setting on healthy working hours set by senior leadership team, flexibility of hours still respected (wellbeing is individual)	HR Manager and Finance Manager	250
3.4	Develop measures to reintegrate employees after parental leave	- Develop a reintegration plan for people who have been on parental leave and publish this	No specific plan yet devised	Plan published by June 2025 and regularly updated according to most recent government regulation	HR Manager/Gender Officer	1000

Output 4: GAP Reporting						
4.1	Regularly collect meaningful data on gender representation and career progression within the company to identify trends and areas for improvement	- Conduct company surveys on role satisfaction - Systematic career progression tracking against industry standards - Establish a gender equality committee and chief gender officer	Chief gender officer appointed, surveys not yet done, systematic career progression in process	Gender equality committee established with bi-annual meetings, areas for improvement for 2026 identified in report in time to start new year	Company-wide, Gender Officer as administrator	700
	Increase overall transparency on gender related topics by publishing data on annual basis	- Report published on website each year - Gender awareness part of external reporting to stakeholders	No current reporting on gender related matters outside of mandatory ESG reporting to main stakeholder	Part of annual report devoted to gender equality metrics by end of 2025, report published on website by same time	Media Manager and Gender Officer	300

GANT Table Timeline

Objective No	Activity/Output	Measures and Actions															
Timeline			Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Jan 25
Output 1: Empower women as decision makers in the company																		
1.1	Engage Advisor for Gender Equality	Approach Dr. Ana Petrovska with role proposal and first consultancy session	-	-	-	-	-	-	-	-	-	-	-					
		Bi-annual report review session and evaluation of impact of measures	-	-	-	-	-	-	-	-	-	-	-			-	-	

#	Objective	Activity	Timeline
		implemented this year	(shaded)
1.2	Develop, mentor, and empower young female talent on the team, equipping them to take part in future key decision making	Employee development plans for young women in company	- - - - - - - - - (shaded early) - - - - - - -
		Source courses aimed at developing young women's talent	- - - - - - - - - (shaded later) - - - - - - -
		Ensure mentorship for female employees	- - - - - - - - - (shaded early) - - - - - - -
		Ensure lifestyle support measures are in place and visible	- - - - - - - - - - - - - - -
1.3	Strive to engage female candidates for technical lead positions	Engage with recruiter to find female talent for tech roles	- - - - - - - - - (shaded) - - - - - -
		Present candidates to founders in anonymised fashion	- - - - - - - - - (shaded) - - - - -
Output 2: De-bias and gender-sensitise our hiring and evaluation process that can focus on talent and excellence			
2.1	Remove any gender biases from our messaging in hiring material	Analysis of hiring material and process as it currently stands	- - - - (shaded green) - - - - - - - - - -

		Find training for HR professionals in identifying biases in sourcing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Assess our previous evaluations for gender biased tendencies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Develop measures to anonymise and de-bias the data we have on applicants	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Implementation of anonymisation process (HR manager presents candidates anonymised to decision makers in process)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2.2	Participate in initiatives supporting excellence in women in STEM to address the male dominated nature of our industry	Find conferences and events that are part of these initiatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Become a sponsor or ambassador for initiatives, engaging with university STEM departments and other comparable organisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Output 3: Create an enabling environment that encourages balance and wellbeing

3.1	Ensure our harassment policy, including a 'harassment awareness info section' is robust and read by all current and future	Source a harassment awareness course and integrate it into onboarding process for all new employees, with a workshop for existing employees	-	-	-	-		-	-	-	-	-		-	-	-	-	-	-
		Ensure robust, safe, and confidential reporting structure in cases of harassment	-	-	-	-		-	-	-	-		-	-	-	-	-	-
3.2	Having family friendly meeting times	Ensure that all full-team meetings are not scheduled during school pick-up and drop-off times by introducing a blocker system	-	-	-	-		-	-	-		-	-	-	-	-	-
3.3	Monitor logged hours to ensure that nobody is exceeding healthy workloads	Use HR tool, establish HR checking once a month (during payroll considerations)	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-
3.4	Develop measures to reintegrate employees after parental leave	Develop a reintegration plan for people who have been on parental leave and publish this	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-

Output 4: GAP Reporting

4.1	Regularly collect meaningful data on gender representation and career progression within the company to identify trends and areas for improvement	Conduct company surveys on role satisfaction	-	-	-	-		-	-	-	-		-	-	-	-	-	-
		Systematic career progression tracking against industry standards	-	-	-	-		-	-	-	-		-	-	-	-	-	-
		Establish a gender equality committee and chief gender officer	-	-	-	-		-	-	-	-		-	-	-	-	-	-
	Increase overall transparency on gender related topics by publishing data on annual basis	Report published on website each year	-	-	-	-		-	-	-	-		-	-	-	-	-	-
		Gender awareness becomes part of external reporting to stakeholders	-	-	-	-		-	-	-	-		-	-	-	-	-	-

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