

Tarot Analytics Gender Equality Plan

1. Introduction

Tarot Analytics (Tarot) is committed to fostering an inclusive and diverse work environment where everyone has equal opportunities to thrive. As part of this commitment, this Gender Equality Plan (GEP) has been developed to ensure that policies, structures, and work culture promote gender equality.

This plan aligns with the Horizon Europe eligibility requirements and serves as a strategic roadmap for embedding gender equality within Tarot. The plan will be reviewed and updated regularly to reflect progress and evolving priorities.

2. Objectives

The GEP aims to:

- Promote gender equality in all aspects of Tarot, including recruitment, career progression, leadership, and decision-making.
- Ensure a work-life balance that supports all employees, regardless of gender.
- Increase awareness and training on gender-related issues, including unconscious bias.
- Implement mechanisms for monitoring and reporting gender-disaggregated data.
- Prevent and address gender-based violence, including sexual harassment.

3. Mandatory Process-Related Commitments

Tarot commits to the following four mandatory building blocks:

3.1. Public Document & Official Endorsement

This GEP is a formal, publicly available document, endorsed by Tarot's senior leadership.

The GEP is accessible on the company website and will be actively communicated within the organisation.

3.2. Dedicated Resources

A Diversity & Inclusion Lead will be appointed to oversee the implementation of this GEP.

Resources will be allocated for gender equality initiatives, such as training and mentorship programmes.

3.3. Data Collection & Monitoring

Tarot will collect and report gender-disaggregated data on recruitment, career progression, salaries, and leadership representation.

Annual reviews will assess progress and inform updates to this GEP.

3.4. Awareness & Training

All employees, including management, will receive training on gender equality and unconscious bias.

Additional specialised training will be provided for HR and leadership teams to ensure fair hiring, promotion, and decision-making practices.

4. Recommended Thematic Areas

In addition to the mandatory elements, the following thematic areas will be addressed:

4.1. Work-Life Balance & Organisational Culture

Flexible working arrangements (remote work, adaptable schedules) will be promoted.

A culture of inclusivity will be encouraged through internal awareness campaigns.

Parental leave policies will be gender-neutral and support all caregivers.

4.2. Gender Balance in Leadership & Decision-Making

Gender-balanced representation in leadership roles and key decision-making bodies will be prioritised.

Mentorship programmes will be implemented to support women and underrepresented groups in career advancement.

4.3. Gender Equality in Recruitment & Career Progression

Transparent and bias-free recruitment and promotion processes will be ensured.

Regular audits of salary and promotion trends will be conducted to identify and address gender disparities.

4.4. Integration of the Gender Dimension into Research & Innovation

When applicable, gender perspectives will be considered in product development and research.

Diverse representation in project teams and user studies will be encouraged.

4.5. Measures Against Gender-Based Violence & Sexual Harassment

A zero-tolerance policy against gender-based violence will be implemented and communicated.

Confidential reporting mechanisms and clear procedures for addressing complaints will be established.
Support resources for affected employees will be made available.

5. Implementation, Monitoring & Reporting

The Diversity & Inclusion Lead will be responsible for monitoring progress and ensuring compliance.

An annual report will be published, detailing progress and key metrics.

Employee feedback and engagement surveys will be conducted to identify areas for improvement.

6. Review & Continuous Improvement

This GEP will be reviewed annually to track progress and incorporate new best practices.

Employees at all levels will be engaged to refine and enhance gender equality strategies.

Updates will be communicated transparently within the organisation.

Conclusion

Tarot believes that diversity and inclusion drive innovation, creativity, and business success. Through this Gender Equality Plan, Tarot reaffirms its commitment to creating a fair, inclusive, and equal workplace for all.

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