

Gender Equality Plan for Quantum Blockchains, Sp. z o.o.

Introduction

Despite small size of our startup, gender equality is a very important element of our employee-centered and inclusive management style.

The objective of this Gender Equality Plan (GEP) – spanning the years 2023-2025 is to monitor and support gender equality at Quantum Blockchains.

Policy Statement

Quantum Blockchains is deeply committed to promoting gender equality within our organization. We believe that enabling a gender-inclusive environment, where all individuals, regardless of their gender identity or expression, are treated fairly and respectfully, is not merely an ethical obligation but is crucial for a productive and innovative working atmosphere particularly at the organization which promotes scientific and technological excellence and social importance through the orientation on security of the digital space.

We acknowledge that gender equality encompasses equal opportunities, rights, and responsibilities for all, across all areas of our company. This policy aims to embed equality and inclusion in our work culture, strategies, and practices, ensuring that all employees and associates feel respected, valued, and empowered.

Scope

The above policy applies to all employees, regardless of their position.

Key focus areas of our commitment

Equal Opportunities: We commit to providing equal opportunities for all employees and to not discriminate on the basis of gender in our hiring practices, professional development, promotions, or any other employment activities.

Harassment-Free Workplace: We are dedicated to establishing and maintaining a workplace free from harassment, bias, and discrimination. Any form of gender-based misconduct will be addressed promptly, with stringent actions being taken against perpetrators.

Inclusive Culture: We are committed to supporting an inclusive culture where diversity is celebrated and all voices are heard and respected. We will ensure that all employees are empowered to express themselves and participate actively in organizational matters.

Gender Balance: We pledge to promote gender balance across all small areas within our organization, ensuring that all genders are adequately represented and valued.

Equal Pay: We firmly commit to ensuring equal pay for equal work, maintaining transparency in compensation, and conducting regular reviews to ascertain adherence to this commitment.

Work-Life Balance: We are committed to implementing policies that support a healthy work-life balance for all employees, recognizing and accommodating their various personal and family commitments.

Capacity Building: We pledge to continuously enhance our capacities, and that of our staff, in gender sensitivity and gender mainstreaming, ensuring that our practices support and promote gender equality.

Continuous Evaluation: We are dedicated to periodically evaluating and refining our gender equality policy to ensure its effectiveness and relevance to the evolving needs of our employees and stakeholders.

Implementation

This policy will be implemented through a comprehensive plan adequate to the small size of our organization. We will establish mechanisms to identify and rectify any instances of gender bias and will rigorously work towards sustaining a gender-equal environment.

Dedicated resources

Because of small size our company will allocate an amount of time of the company board every month for monitoring of the plan. With growth of the company we will implement data collection and more sophisticated monitoring along with the training of the personnel.

Accountability

All members of Quantum Blockchains, including management, staff, interns, and contractors, are expected to adhere to this policy and contribute towards a gender-equitable work environment. Non-compliance with this policy will be treated as a serious violation and will be addressed accordingly.

We will periodically report on our progress towards achieving gender equality, being transparent about the strides we are making and the areas requiring further effort.

For Quantum Blockchains, Sp. z o.o.

Dr Mirek Sopek, CEO