

Gender Equality Plan

2022

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INTRODUCTION

Our history is created by the succession of people who have entered The Loop co. and built the company we are today.

We can proudly say we provide a unique experience to our staff, with a diversified, flexible and young culture and our growth is driven by the diversity of identities, - gender, language, culture, religion, age, academic and professional background.

In this booklet, we have gathered some measures we are introducing in the company to create a more equalitarian workplace and you can now discover our plan shortly resumed in this document!

The Board of Directors



INTERNAL ANALYSIS IN NUMBERS

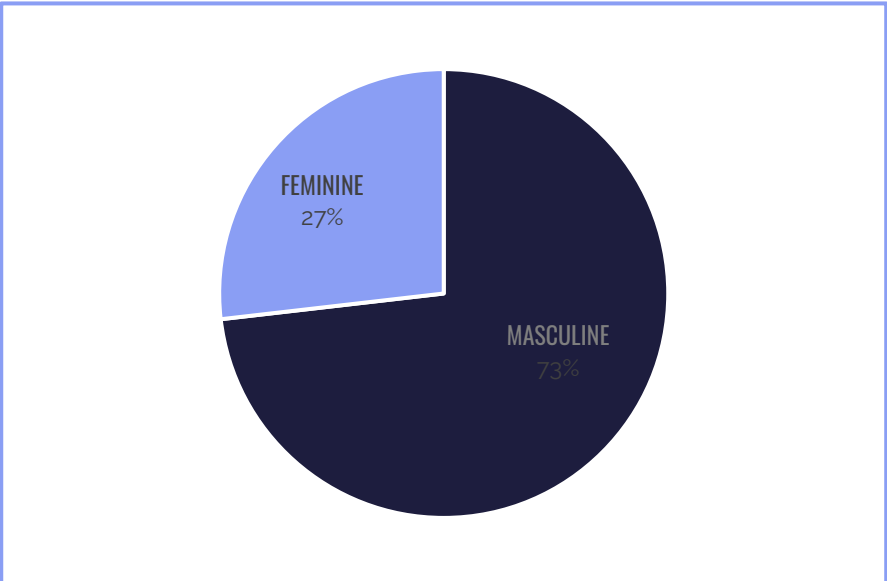
The analysis we present in this chapter, reflects the **composition** and **characteristics** of our team, from **January 2021** until the **end of April 2022**.



INTERNAL ANALYSIS

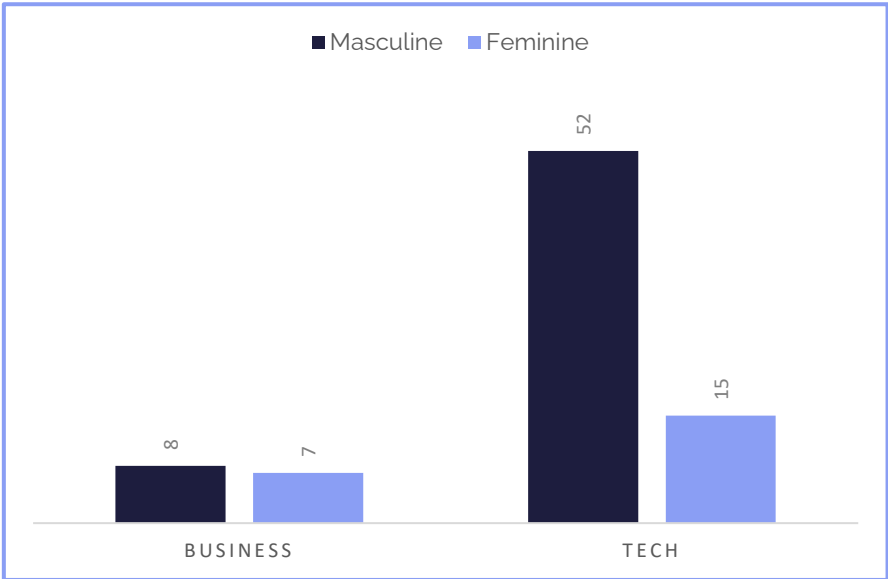
IN NUMBERS

GENDER DISTRIBUTION



73% of employees are **male**.

WORK AREAS DISTRIBUTION BY GENDER

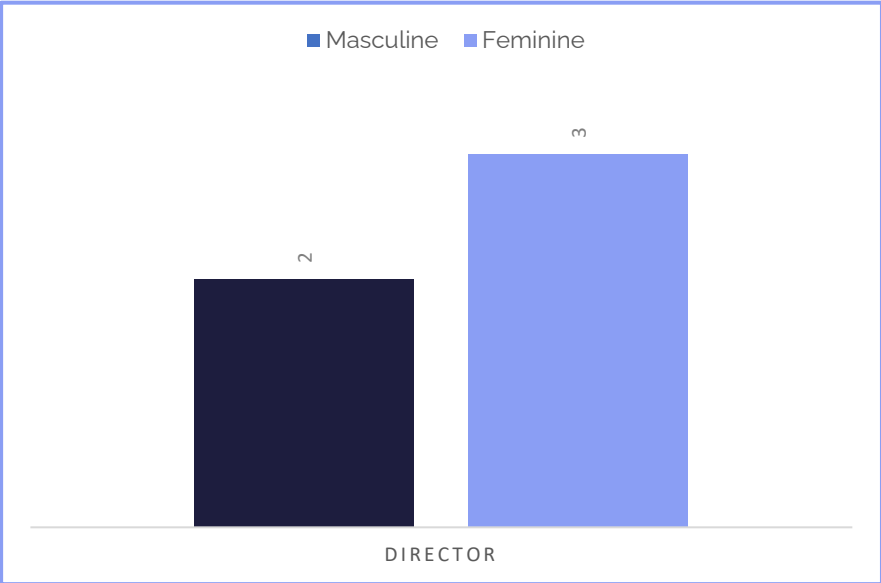


More than **70%** of our Tech staff are men.

INTERNAL ANALYSIS

IN NUMBERS

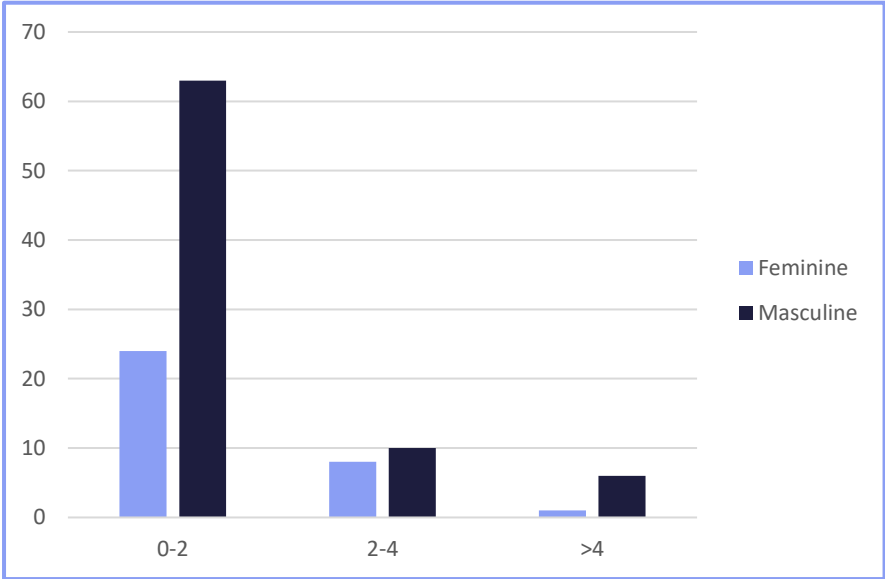
DIRECTORS DISTRIBUTION BY GENDER



There are **more women in leading positions** than men.

*except the Board

EMPLOYEE SENIORITY BY GENDER

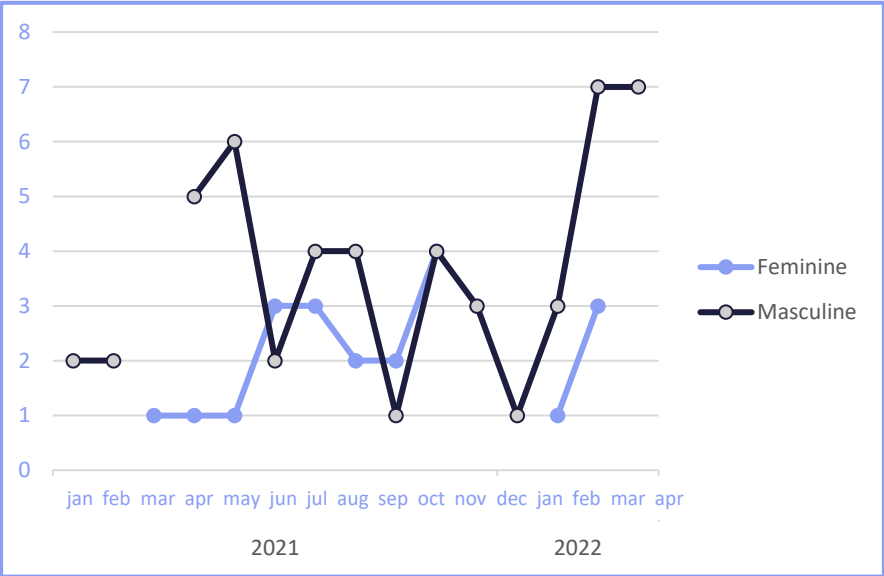


Only **1** woman has been in the company for **more than 4 years**.

INTERNAL ANALYSIS

IN NUMBERS

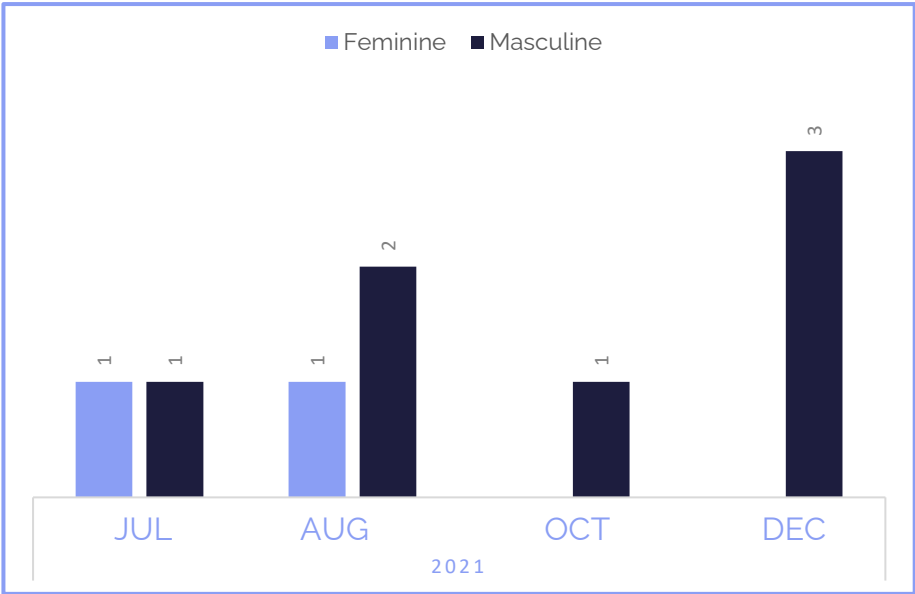
ENTRANCES EVOLUTION BY GENDER



October 2021 was the month we hired more women.

*also includes trainees

TOTAL EXITS BY GENDER



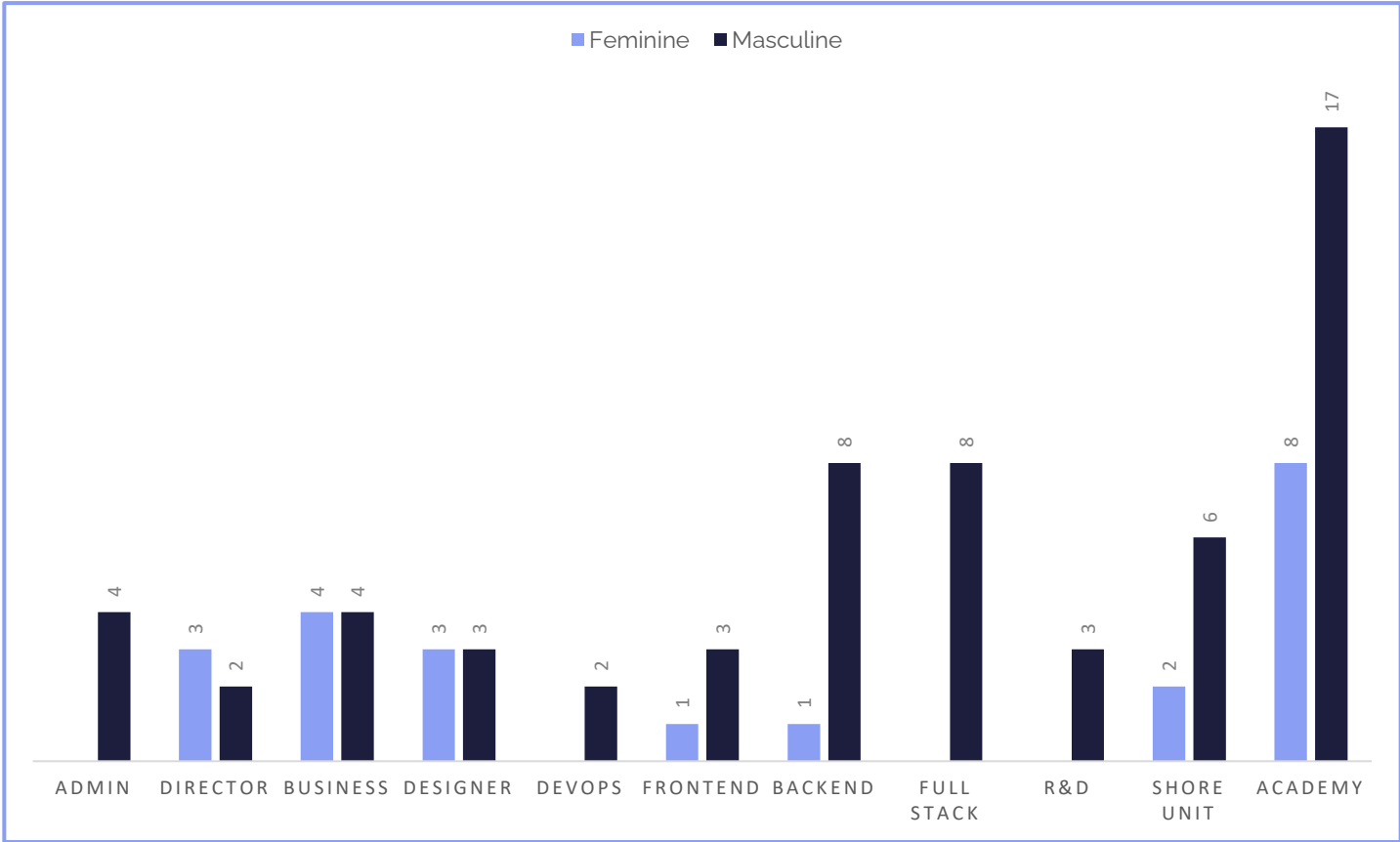
From the beginning of 2021 until now, **only two women** have left the company.

*trainees not included

INTERNAL ANALYSIS

IN NUMBERS

JOB GROUP BY GENDER

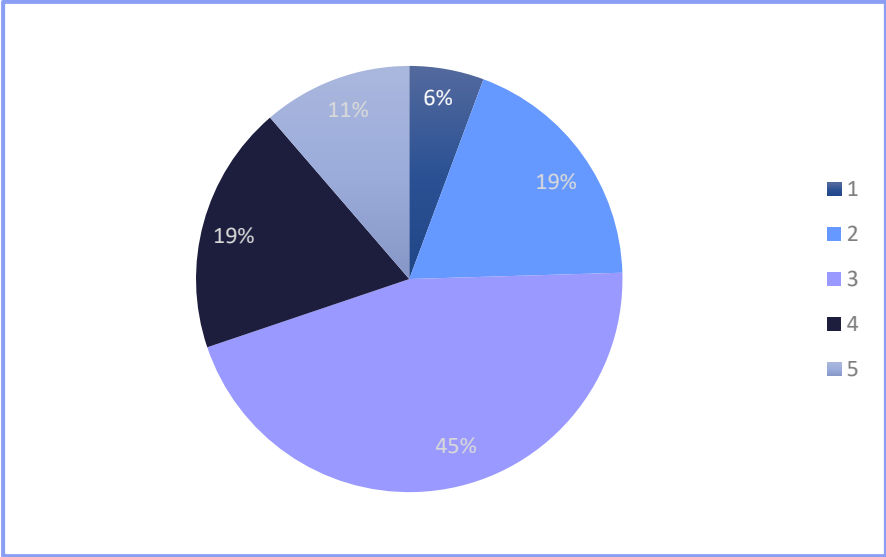


Our **directors** are the group who that **more women than men.**

INTERNAL ANALYSIS

IN NUMBERS

STRESS LEVELS AT WORK



30% of the Loopers reveal stress on their daily activities.

MODE BY GENDER

MALE



FEMALE

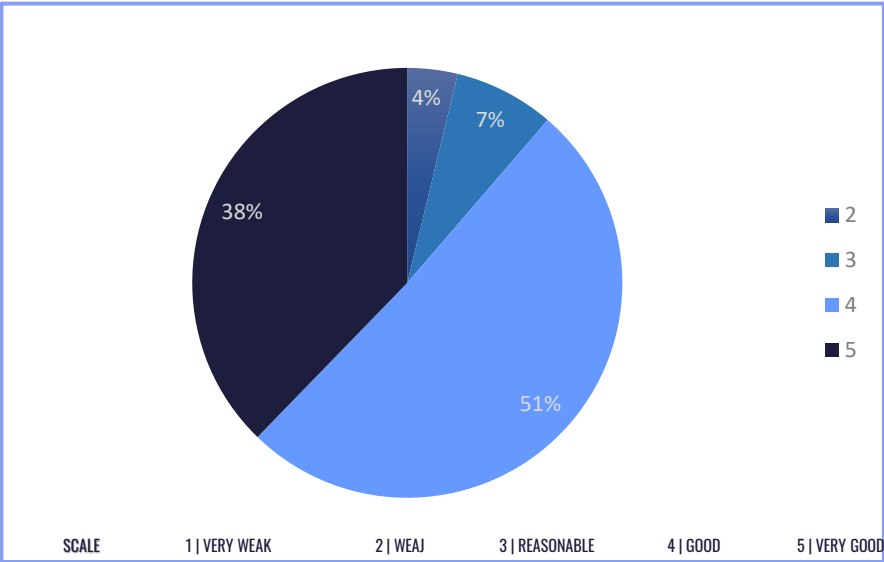


On a scale from **1** (very low levels of stress) to **5** (very high levels of stress), **most men** feel **moderate levels of stress**, while **most women** revealed **healthier levels of stress**.

INTERNAL ANALYSIS

IN NUMBERS

LEVELS OF WELL-BEING AT THE COMPANY



89% of the Loopers have **good to very good** levels of well-being.

MODE BY GENDER

FEMALE



MALE



On a scale from **1** (very low well-being) to **5** (very good well-being), **most of our staff** defined their level of well-being as **good**.

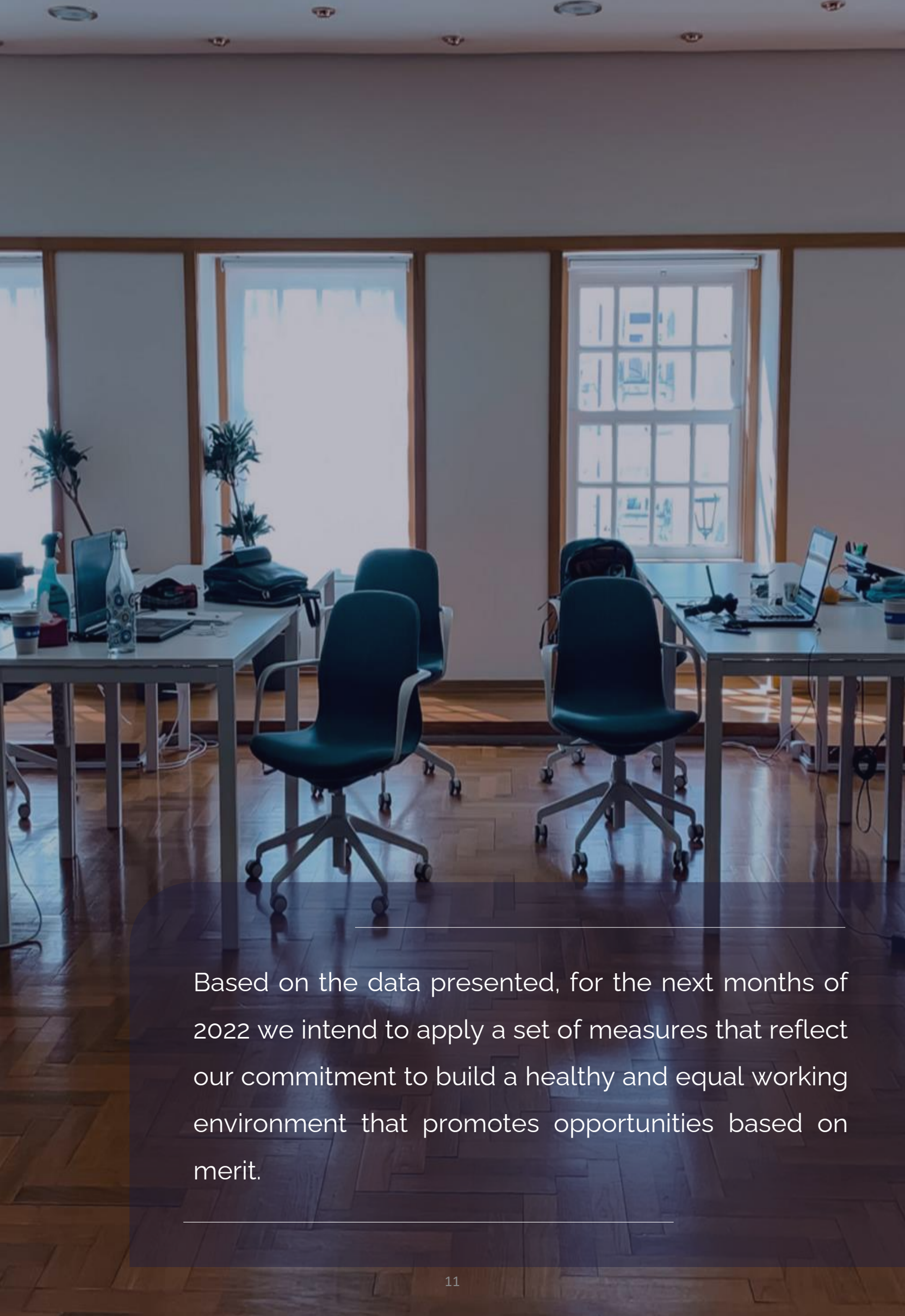
INTERNAL ANALYSIS

CONCLUSION

In the **Business Unit**, there is a **balanced gender distribution**, with a slight majority of women.

In the **Tech Units**, there is a high **disparity** between the male and female collaborators. That disparity is mainly due to the low number of women that graduate in technology areas each year.

We acknowledge this **gender gap**, and we intend to contribute to its mitigation. The percentage of women working in The Loop co. is already superior to the percentage of women who graduate in the fields of technology in Coimbra. We are committed to continue to empower women in tech.



Based on the data presented, for the next months of 2022 we intend to apply a set of measures that reflect our commitment to build a healthy and equal working environment that promotes opportunities based on merit.

OBJECTIVES, STRATEGIES AND PRACTICES CAREER PROGRESSION

At The Loop co., we promote **equality of opportunities** for the length of the staff's whole careers.

We truly believe our people are **our greatest asset** and **diversity** is a competitive advantage for us. When attracting talent to our team, we identify candidates who aspire to integrate our projects with the **ambition to grow personal and professionally** and we **strive to make** their promotion be based on **personal** and **team merits**.

To create a **unique experience** for our staff, from the moment we attract them to the moment they decide to leave is a **priority** for us.

MEASURES

- » Definition of **recruitment and selection criteria** prior to the actual process, which is conducted in a **transparent** and **non-discriminant** way, to avoid gender bias.
- » Definition and **monitoring of goals, allocation of tasks**, and **performance evaluation**, to ensure everyone's merit is recognized, for promotion purposes.
- » Follow-up each Looper individually through **continuous feedback mechanisms**.
- » Provision of **certified training** for every collaborator.
- » Definition of **Marketing strategies** that do not contain any kind of **gender bias**.
- » Maintain the **balanced gender distribution** in the **Business Unit**.
- » **Surpass** the **national rate of women** in the **Tech Units**.

OBJECTIVES, STRATEGIES AND PRACTICES

COMPENSATION

We ensure **equal pay** for **equal work**.

We offer the **same benefits to everyone** in the company, namely:

- » Health insurance and medical assistance
- » Meal card with maximum legal value
- » Special conditions at Fitness Hut and Soulfit Coimbra
- » Participation in sports competitions and volunteering activities
- » Benefits at Santander financial services
- » 25 days of holidays per year
- » Annual performance bonus.

MEASURES

- » Offer of the **same salary** and **benefits** to people occupying the same positions and with equal seniority, independently of gender.
- » Salary conditions **reviewed annually**.
- » **Compare salaries** to guarantee that there is no **gender gap** regarding compensation.

OBJECTIVES, STRATEGIES AND PRACTICES

WORK-LIFE BALANCE

Providing **equal opportunities** for **all genders**, in terms of professional, personal, and family life and ensuring the well-being and satisfaction of each Loopers, is a **non-negotiable rule**.

The work environment inevitably reflects on personal life and vice versa. In this sense, allowing all policies to be applied without prejudice to each of our staff members is essential to maintain **sustainability**, **commitment** and **happiness at work**.

We provide support to all Loopers who become parents, specifically in the neonatal phase and during their children's school years. One example is the possibility to use the annual bonus to cover education-related expenses.

MEASURES

- » Our schedules are **flexible**, and our preferred working method is the **hybrid one**.
- » **Unpaid leave** and extra **3 days for personal purposes** are offered.
- » **Active participation** in activities and events that promote a healthy balance between personal and professional life.
- » Get **EFR Certification** by **ACEGE**, in which we assume ourselves as a familiarly responsible company.

OBJECTIVES, STRATEGIES AND PRACTICES LEADERSHIP

At The Loop co. we want to promote a policy that **empowers the number of women in leadership positions in technology.**

In an area where men have a dominant position, we want to boost the number of women who lead in this field. In this sense, we actively seek to **attract and develop female talent** that stands out in this universe.

Although the Board is composed exclusively of men, the Directors are majority women.

MEASURES

- » Effort to **attract** and **develop female talent.**
- » Offer **training** and **upskilling** opportunities that do not discriminate between men and women.
- » Design **Marketing Campaigns** that transmit our **culture** of **equality** and **inclusivity.**

OBJECTIVES, STRATEGIES AND PRACTICES

COMPANY CULTURE

The **commitment** and **satisfaction** of the Loopers is monitored throughout their journey. We look forward to analyze the level of **identity** of our employees with the company and in the job in itself, their **ambitions to grow** in the company and the **relationships** with their colleagues and managers.

We **live for our corporate family** and try to make them **feel special every day!** To that end, we organize diverse **team building activities** directed at the different types of personality of each individual: training, sports, volunteering, or even parties.

Our culture is not male-centered and non-geek. It is an inclusive culture, friendly to any gender identity.

We are also located in the **center of Coimbra**, to be fully **integrated** with the **local community**.

MEASURES

- » The integration and well-being of every employee in the team is ensured, through **personal meetings** four times a year.
- » **Celebration** of employees' **birthdays** and **commemorative dates** such as planet day and women's day. We also celebrate the **company's birthday** as if it was a **Looper's birthday**.

OBJECTIVES, STRATEGIES AND PRACTICES COMMUNICATION

Creating a culture of equal opportunities also means **spreading the word**.

In our day-to-day work, we try not only to implement an **equalitarian culture**, but also to disseminate it throughout the city and universities.

Our **external communication** is the **reflection** of our company's **commitment**. As such, we try to create **advertisement campaigns** that represent our values of **diversity** and **inclusivity**.

MEASURES

- » Reinforcement of our commitment through the **regular participation** in events that promote "**women in technology**", encouraging women and young students to enter the world of technology, organized by educational institutions and by the community.

OBJECTIVES, STRATEGIES AND PRACTICES HARASSMENT AND SEXUAL HARASSMENT

We disapprove any behavior that threatens the **moral and physical integrity** of our employees.

With the aim of **protecting each one of our staff members**, we try every day to create a work environment of **respect** between everyone.

MEASURES

- » There is no tolerance for any kind of threats to the **moral and physical integrity** of our staff.
- » Creation of **mechanisms** to facilitate the **communication** of any victim in case they feel threatened.

RESOURCES

The **Human Resources Department** is responsible for monitoring and evaluating gender equality in the workplace.

MONITORING AND REPORTING

We regularly monitor qualitative and quantitative data collected by our Human Resources Department, in order to **evaluate** the **compliance with the strategies and performance indicators** defined and the **satisfaction of our staff**.

From 2022 on, we are reporting gender equality policies through the following mechanisms:

- ✓ Gender Equality Plan
- ✓ Environmental, Social and Corporate Governance Report, following the ONU Global Compact framework
- ✓ Certificate of Familiarly-responsible entity, by ACEGE

