



GENDER EQUALITY PLAN.

1. COMMITMENT

KSAT is committed to promoting gender equality and preventing discrimination in all aspects of its activities. The organization ensures equal opportunities regardless of gender, ethnicity, nationality, religion, or sexual orientation, and actively fosters an inclusive and diverse working environment.

2. OBJECTIVES

- Achieve a minimum of 30 % female representation across the organization.
- Increase the participation of women in technical and leadership roles.
- Ensure equal opportunities in recruitment, career progression, and remuneration.
- Promote an inclusive, non-discriminatory workplace culture.

3. KEY MEASURES

Recruitment and Representation:

- Apply gender-inclusive language in job advertisements.
- Aim for gender-balanced candidate pools.
- Engage in outreach activities targeting women.

Career Development:

- Ensure equal access to training and promotion opportunities.
- Support mentorship initiatives for female employees.

Pay Equity:

- Conduct regular gender pay gap analyses and take corrective action if needed.

Work Environment:

- Maintain zero tolerance for discrimination and harassment.
- Promote flexible working arrangements.

Training and Awareness:

- Provide regular training on equality, diversity, and unconscious bias.

4. MONITORING AND KPIS

- Share of female employees (target: ≥30 %)
- Share of women in leadership positions
- Gender balance in recruitment processes
- Gender pay gap
- Retention rates by gender

Progress will be reviewed annually.

5. RESPONSIBILITIES

Senior management holds overall responsibility for implementation. HR is responsible for monitoring, reporting, and coordination. All employees are expected to contribute to an inclusive workplace.

6. TIMELINE

- Short-term (1 year): Establish baseline and implement measures.
- Medium-term (2–3 years): Reach 25–30 % female representation.
- Long-term (3–5 years): Maintain at least 30 % and improve balance in leadership.