

Gender Equality Plan (GEP)

2026–2028

Organisation : OCamlPro

Version : 1.0

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Responsable du plan : SHAN SEI FAN Muriel – CEO - Directrice générale

1. Statement of Commitment

OCamlPro / Titagone is committed to ensuring equal opportunities for women and men and to fostering an inclusive, respectful and diverse working environment.

Gender equality is integrated into the company's human resources policies and management practices. Employment decisions—including recruitment, remuneration, promotion, access to training and career development—are based exclusively on qualifications, competencies and professional performance.

The company does not tolerate discrimination, harassment or gender-based violence in any form.

This Gender Equality Plan (GEP) is publicly available on the company's website and will be reviewed annually.

2. Purpose

The objectives of this Gender Equality Plan are to:

- promote equal opportunities throughout the employee lifecycle;
- ensure fair recruitment and career development;
- maintain equal pay for equal work and work of equal value;
- improve work-life balance;
- prevent discrimination and harassment;
- monitor progress through measurable indicators.

3. Governance and Resources

The implementation of this plan is overseen by the Managing Director.

The HR Manager (or designated Equality Officer) coordinates implementation and reports annually to management.

Management commits to:

- allocating sufficient time for implementation;
- reviewing progress annually;
- updating the plan where appropriate;
- ensuring compliance with applicable national legislation.

Gender equality considerations are integrated into HR policies and organisational decision-making.

4. Current Situation

As a technology SME, the company recognises that women remain underrepresented in many technical professions.

The company therefore seeks to improve diversity while maintaining recruitment based solely on competencies.

Each year the following indicators are monitored:

- total workforce by gender;
- recruitment by gender;
- management positions by gender;
- training participation by gender;
- promotions by gender;
- remuneration analysis for comparable positions;
- employee turnover.

These indicators allow the company to identify trends and, where necessary, implement corrective actions.

5. Objectives and Actions

Objective 1

Fair and Inclusive Recruitment

Action	Responsibility	Timeline	KPI
Use gender-neutral job descriptions	HR	Continuous	100% of vacancies reviewed
Recruit based on competencies	Hiring Managers	Continuous	Recruitment process documented
Encourage diverse candidate pools	HR	Continuous	Gender distribution monitored

Objective 2

Equal Career Development

Action	Responsibility	Timeline	KPI
Equal access to training	HR	Annual	Training participation by gender
Annual performance reviews	Managers	Annual	100% completed
Promotion based on objective criteria	Management	Continuous	Promotion statistics reviewed

Objective 3

Equal Pay

Action	Responsibility	Timeline	KPI
Annual salary review	Management	Annual	Pay analysis completed
Correct unjustified pay gaps	Management	When required	Number of corrective actions

Objective 4

Work-Life Balance

Action	Responsibility	Timeline	KPI
Flexible working arrangements where feasible	Management	Continuous	Employee feedback
Support work-life balance	Managers	Continuous	Staff satisfaction

Objective 5

Prevention of Harassment and Discrimination

Action	Responsibility	Timeline	KPI
Maintain reporting procedures	HR	Continuous	Procedure available
Ensure confidential handling of reports	Management	Continuous	Cases managed appropriately
Raise awareness of respectful workplace behaviour	HR	Annual	Awareness session completed

6. Training and Awareness

The company will provide regular awareness activities covering:

- unconscious bias;
- inclusive recruitment;
- equal opportunities;
- prevention of harassment and discrimination;
- respectful workplace behaviour.

New employees receive information on these principles during onboarding.

7. Data Collection and Monitoring

Progress is assessed annually using internal HR indicators.

The annual review includes:

- workforce composition;
- recruitment;
- promotions;
- remuneration review;
- participation in training;
- implementation status of planned actions.

Results are discussed by management and, where appropriate, corrective actions are adopted.

8. Review

This Gender Equality Plan covers the period 2026–2028.

It will be reviewed annually and updated whenever organisational or regulatory changes require it.

Approval

Approved by:

Name: Muriel SHAN SEI FAN

Position: Chief Executive Officer / Managing Director

Date: 1st January 2026

Signature:

A handwritten signature in black ink, appearing to be 'Muriel' followed by a stylized flourish.