

Solutions for Enterprise Architecture and Security (SEAS) Inc.

Gender Equality Plan (GEP) 2025–2027

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GEP Coordinator: *Dr. Ridha Khedri (CEO), supported by SEAS HR and Diversity Officer*

Review Cycle: Annual monitoring (2025, 2026) and full review in 2027

1. Introduction and Statement of Commitment

Solutions for Enterprise Architecture and Security (SEAS) Inc. is committed to fostering a workplace that is inclusive, fair, and equitable—where all employees can thrive regardless of gender.

We recognize that gender equality is not only a human right but also a key driver of innovation, creativity, and sustainable growth. In the traditionally male-dominated fields of cybersecurity and enterprise architecture, SEAS aims to lead by example through proactive measures that identify and remove systemic barriers, biases, and inequities.

This Gender Equality Plan (GEP) outlines our commitments and concrete actions for the period 2025–2027 to create lasting structural and cultural change within SEAS.

2. Core Areas of Intervention and Key Actions

Our GEP is structured around four pillars, each with measurable goals and accountable leadership.

Pillar 1 — Recruitment, Hiring, and Career Progression

Goal: Eliminate gender bias from all talent processes and ensure equitable career advancement opportunities.

Action	Timeline	Responsible Party	Key Performance Indicator (KPI)
1.1 Implement blind résumé screening for all technical and non-technical roles.	Q1 2025	HR / Hiring Managers	100% of initial screenings use blind process.
1.2 Mandate gender-balanced shortlists and interview panels for all roles.	Q2 2025	HR / Department Heads	At least one underrepresented gender on every panel; 50/50 shortlist split where feasible.
1.3 Establish transparent, criteria-based promotion frameworks with clear pathways to leadership.	Q3 2025	HR / Leadership	Framework published; 100% of promotions adhere to it.
1.4 Launch a mentorship program for women and underrepresented genders in technical tracks.	Q1 2025	GEP Coordinator	Minimum 10 participants in first cohort; ≥80% satisfaction rate.

Pillar 2 — Work-Life Balance and Organisational Culture

Goal: Create a supportive culture that enables all employees to balance professional and personal commitments.

Action	Timeline	Responsible Party	Key Performance Indicator (KPI)
2.1 Promote flexible working arrangements (remote work, flexible hours) across all teams.	Ongoing	Leadership / Managers	90% of teams have documented flexible work agreements.
2.2 Enhance parental leave policy to be equitable and introduce a “return-to-work” support program.	Q4 2024 (Launch 2025)	HR	Uptake of parental leave by all parents increases by 25%.
2.3 Implement and communicate a zero-tolerance policy on sexual harassment with confidential reporting channels.	Q1 2025	HR / Legal	Policy published; 100% of managers trained.
2.4 Conduct annual “Inclusion Climate” surveys and act on findings.	Annually (Q4)	GEP Coordinator	Survey conducted, analyzed, and improvements tracked.

Pillar 3 — Integration of the Gender Dimension in Research and Innovation (R&I) Content

Goal: Integrate gender-sensitive analysis into design, research, and innovation processes to strengthen inclusivity and impact.

Action	Timeline	Responsible Party	Key Performance Indicator (KPI)
3.1 Provide training for solution architects and security consultants on identifying gender bias in AI/data systems.	Q2 2025	Head of Architecture / Head of Security	80% of technical staff trained.
3.2 Introduce a “Gender & Diversity Impact Assessment” checklist for all client projects.	Q3 2025	Project Management Office	Checklist applied in 100% of new project kick-offs.
3.3 Document and showcase projects that successfully integrate gender perspectives as best-practice case studies.	Annually	Marketing / Leadership	At least two case studies published per year.

Pillar 4 — Leadership, Governance, and Data Monitoring

Goal: Ensure accountability, transparency, and evidence-based progress.

Action	Timeline	Responsible Party	Key Performance Indicator (KPI)
4.1 Establish a GEP Task Force with representatives from all departments and levels.	Q1 2025	CEO / GEP Coordinator	Task Force formed and meets quarterly.
4.2 Collect and analyze annual sex-disaggregated data on recruitment, promotions, salary, attrition, and leadership.	Annually (Q1)	HR / GEP Coordinator	Annual data dashboard presented to leadership.
4.3 Set measurable gender balance targets in leadership (e.g., 40% of team leads to be women by 2027).	Q1 2025	CEO	Targets established and tracked annually.
4.4 Publish an annual GEP progress report on SEAS intranet and public website.	Annually (Q2)	GEP Coordinator	Report published and communicated to all staff.

3. Dedicated Resources

- GEP Coordinator: Dr. Ridha Khedri, CEO, supported by SEAS HR and Diversity Officer, oversees implementation, monitoring, and reporting.
- Budget: A dedicated annual allocation supports training, mentorship, and policy development.
- GEP Task Force: A cross-functional team providing ongoing guidance and evaluation.

4. Training and Capacity Building

- Unconscious Bias Training: Mandatory for all hiring managers and executives (by Q3 2025).
- Inclusive Leadership Workshops: Conducted annually for people managers.
- Gender Dimension in Technology: Training for all technical staff to apply gender-aware principles in AI, cybersecurity, and system design.

5. Data Collection and Monitoring

SEAS commits to evidence-based progress tracking. Annual indicators will include:

- Gender ratio across all levels (entry to executive)
- Gender pay gap analysis
- Promotion and attrition rates by gender
- Inclusion Climate survey results
- Participation in mentorship and training programs

These metrics will be published annually and reviewed by leadership and the GEP Task Force.

6. Signature

Ridha Khedri



Chief Executive Officer

Solutions for Enterprise Architecture and Security (SEAS) Inc.