



GENDER EQUALITY PLAN (GEP)

CDD M.E.P.E.

1. OBJECTIVES & COMMITMENT

At CDD M.E.P.E. (CDD), we are fully committed to fostering a diverse, inclusive, and equitable working environment. This Gender Equality Plan (GEP) provides a formal strategic framework to guarantee equal opportunities, eliminate structural or unconscious biases, and maintain systematic equity across all organizational levels, recruitment cycles, and corporate operational workflows.

Our core institutional objectives prioritize achieving actionable gender balance in project recruitment, removing roadblocks to career growth parity, guaranteeing equal pay for equal work, and effectively integrating cross-cutting gender perspectives into our primary engineering, infrastructure research, and technology development initiatives.

2. OPERATIONAL REQUIREMENTS & DATA MONITORING

To ensure robust accountability and continuous quality enhancement, CDD strictly maps its corporate metrics to the four foundational operational requirements set out by international equity frameworks:

- **Public Document:** This Gender Equality Plan is formally approved by senior executive management and prominently published across CDD's core communication networks and channels.
- **Dedicated Resources:** Special internal organizational budgeting and personnel-months are explicitly allocated each year to monitor progress, evaluate targets, and smoothly execute equity programming.
- **Sex-Disaggregated Data Collection:** CDD routinely tracks quantitative staff data—encompassing career stages, specific project roles, and leadership distribution metrics—to isolate and mitigate potential areas of friction.
- **Training & Capacity Building:** Mandatory internal workshops and organizational awareness seminars are deployed to proactively manage unconscious bias during talent acquisition and general day-to-day work tasks.

3. KEY PILLARS & ACTIONABLE AREAS

Pillar Area	Strategic Actions	Target Framework
Recruitment & Career Progression	Enforce strictly gender-neutral job advertisements, require diverse hiring panels, and mandate objective equal opportunity scorecards to attract and retain specialized professional talent.	Achieve gender balance across junior and senior technical project pipelines.
Leadership & Decision-Making	Proactively dissolve systemic bottlenecks to open equal access pathways into high-level engineering team management, Work Package coordination, and steering board roles.	Ensure fair representation of all genders across internal management profiles.
Work-Life Balance & Culture	Maintain flexible work-hour regimes and hybrid support tools designed to safely bridge aggressive corporate development with domestic or care responsibilities.	Cultivate a modern workspace culture that values sustainable output over presence.
Gender Dimension in Projects	Guarantee that corporate technical workflows, engineering standards, and infrastructure designs produced by CDD rigorously evaluate data inclusivity and minimize systemic design blindspots.	Embed gender-inclusive control elements directly into technical execution models.
Anti-Harassment & Safety	Operate an unyielding zero-tolerance position against gender-based discrimination, verbal microaggressions, or harassment of any form within the workspace.	Secure explicit, transparent escalation channels and severe accountability criteria.

Implementation Notice: Compliance against these core benchmarks is formally audited on an annual basis by our operations and compliance branch to securely optimize CDD's alignment with modern international corporate equity standards.