



Gender Equality Policy

GPA is committed to promoting gender equality and fostering an inclusive workplace where all employees, regardless of gender, have equal opportunities to succeed. We recognise that a diverse workforce enhances our organisational performance, creativity, and overall employee satisfaction.

This policy establishes a framework for advancing gender equality at GPA, ensuring compliance with the Workplace Gender Equality Act 2012 and the reporting standards set by the Workplace Gender Equality Agency (WGEA). This policy applies to all employees, contractors, and stakeholders.

Our commitment to gender equality means that GPA will

1. Ensure that all recruitment, promotion, and development opportunities are based on merit, free from bias, and accessible to all genders.
2. Promote flexible work arrangements that support work-life balance for all employees, recognising the varying needs of individuals.
3. Regularly review and analyse pay structures to identify and address inconsistencies and ensure equal remuneration for work of equal or comparable value.
4. Provide leadership development training programs that promote gender sensitivity.
5. Encourage women to pursue leadership roles.
6. Commit to creating a workplace free from discrimination, harassment, and bullying. All employees have the right to work in an environment that is safe and respectful.
7. Establish tangible goals and objectives for improving gender diversity in our workforce and leadership roles and regularly review progress towards these outcomes.
8. Engage employees in discussions about gender equality and encourage feedback on our policies and practices.
9. Report our gender equality progress to the WGEA and make this information available to all stakeholders. Our board and senior management will remain accountable for achieving gender equality objectives.

GPA is dedicated to creating a culture of gender equality and will take all necessary steps to ensure that every employee feels valued and supported.

This policy will be communicated to all staff and will be available to relevant interested parties.

GPA's Gender Equality Policy has the unconditional support of the company directors and senior management.

Sean Flaherty
Managing Director

26th May 2025