



Gender Equality

Report, December 2023

1. Current Gender Composition

Among the staff of Stoli Chem, the engineering company currently faces a gender imbalance, with approximately **75%** of the workforce being male and only **25%** female, including affiliated with Stoli Chem Oxford University member of staff whom Stoli Chem supported with PhD work.

Yet, it is worth noting that this parameter is better than the 15.2% of female working in Engineering in the UK.

2. Challenges in Recruitment

Male-Dominated Applicant Pool. The majority of applicants are male, leading to a skewed gender balance in the staff. This perpetuates the existing gender gap.

Stereotypes and Bias

Stereotypes about engineering being a male-dominated field discourage female graduates and applicants. Engineering may be seen as a less desirable area for females.

3. Strategies to Encourage Female Applicants

a. Targeted Outreach

Collaborate with universities, technical schools, and women-in-engineering organizations.

Host workshops and seminars to showcase successful female engineers.

Participate in career fairs specifically targeting women in STEM.

b. Inclusive Job Descriptions

Use gender-neutral language in job postings.

Avoid gender-specific terms (e.g., “he” or “his”).

Highlight the company’s commitment to diversity and inclusion.

c. Showcase Female Role Models

Celebrate the achievements of female engineers within the field of chemical engineering.

Feature profiles or interviews with successful women in engineering.

d. Flexible Work Policies

Create a supportive work environment for all employees.

Offer flexible work hours and hybrid work options.

Promote work-life balance to attract diverse talent.

e. Leadership Development

Provide equal opportunities for career growth.

Identify high-potential female employees and invest in their development.

Encourage women to pursue leadership roles.

4. Conclusion

The gender equality plan is in place and the work ongoing.

Achieving gender balance requires efforts. Working on the plan we can create a more equitable workplace where all employees thrive.

Regularly assess progress, track metrics, and celebrate milestones to ensure sustained improvement.