
Gender Equality Plan for Lecycle Ltd

1. Commitment to Gender Equality

As a small consultancy led by women, we recognize the importance of gender equality, not only within our team but also in the way we work with clients, partners, and stakeholders. Our goal is to create an inclusive and supportive environment where everyone, regardless of gender, has equal opportunities to thrive.

2. Recruitment & Career Development

◆ Diversity in Future Hiring

- If we expand, we will ensure **equal opportunity** in recruitment by considering diverse candidates, including men and underrepresented groups.
- We will use **gender-neutral language** in job descriptions and outreach efforts.

◆ Skills Development & Growth

- Encourage continuous **professional development** through courses, training, and mentorship.
- If funding allows, allocate a budget for attending **leadership and gender equality training programs**.

◆ Mentorship & Leadership Development

- Support career growth by connecting with **female entrepreneurs' networks**.
- Look for opportunities to **mentor other women** in the industry and empower the next generation.

3. Work-Life Balance & Well-Being

◆ Flexible Working Arrangements

- Promote a **healthy work-life balance** with flexible working hours and remote work options.
- Avoid excessive workloads by ensuring **realistic project deadlines**.

◆ Mental Health & Support

- Promote **open discussions on stress management** and work-related challenges.
- Consider offering **access to mental health resources** when feasible.

4. Fair Pay & Equal Benefits

◆ Transparent Pay Structure

- Ensure that **salary and benefits** remain fair and based on qualifications, experience, and contributions.
- Regularly assess industry benchmarks to **avoid gender pay gaps** in future hiring.

5. Inclusive Workplace Culture

◆ Zero Tolerance for Discrimination

- Maintain an inclusive and respectful workplace **free from gender discrimination or bias**.
- Set a **clear reporting mechanism** for any gender-related concerns, even in a small team.

◆ Inclusive Client & Partner Engagement

- Prioritize working with **clients and partners** who align with gender equality values.

-
- Promote **inclusive language and representation** in external communication.
-

6. Measuring & Improving Gender Equality

◆ Annual Review of Gender Equality Goals

- Conduct an **internal review** of gender-related policies annually to ensure we remain aligned with best practices.
- Set measurable goals, such as **expanding diversity in hiring** or **participating in gender equality events**.

◆ Community Engagement

- Support **women-led businesses and initiatives** by collaborating with female entrepreneurs.
 - Share our commitment to gender equality on our website or professional networks to **inspire broader industry change**.
-

Conclusion

Although we are a small team, we are committed to gender equality in every aspect of our work. This plan will serve as a guide for maintaining an inclusive, fair, and empowering work environment as we grow.

Signed by

Jia Li

Director of Lecycle Ltd

