

D.M.A.T. Consulting KG - Gender Equality plan

13th of November 2025

D.M.A.T. Consulting KG is committed to fostering a workplace culture built on equality, inclusion, and mutual respect. This Gender Equality Plan reflects the company's strategic and operational dedication to fairness and integrity, aligning with European and international standards to support the sustainable transformation of organizational culture and structures.

Every employee at D.M.A.T. Consulting KG is treated with respect, dignity, and fairness, regardless of gender, age, ethnicity, sexual orientation, disability, or belief.

The company strives to create an environment where everyone can unfold their potential and that empowers each individual to contribute their unique talents and perspectives and that values work-life balance, flexible work options and well-being of the workforce.

D.M.A.T. Consulting KG is firmly committed to ensuring that hiring practices, decision-making processes, and career opportunities are equitable and inclusive, including fairness and consistency when determining remuneration for employees, so that all employees can grow and reach their full potential within a supportive and empowering environment.

Internal and external communication is designed to be inclusive, equitable, and free from bias, avoiding the reinforcement of stereotypes or discriminatory language.

A safe, healthy, and respectful workplace is maintained by actively preventing and addressing any form of discrimination or harassment. The company upholds a zero-tolerance policy toward all forms of harassment, including sexual harassment, bullying, and gender-based violence.

The company's work and activities actively integrate diverse perspectives and minimize biases. This includes the use of gender- and diversity-sensitive indicators and methodologies throughout all stages of project planning, research, methodology design, analysis, and delivery of outputs wherever relevant. Workflows and projects are structured to consider the needs, experiences, and contributions of different social groups, ensuring equitable participation, opportunities, and benefits for all stakeholders.

To sustain this commitment, D.M.A.T. Consulting KG provides continuous access to training and awareness programs to employees to enhance understanding, mitigate unconscious bias, and strengthen inclusive practices across all levels of the company.

At D.M.A.T. Consulting KG, the Equality Officer plays a central role in promoting gender equality, fairness, and an inclusive workplace. This is a rotational position, with a new officer appointed each January to ensure diverse perspectives and shared responsibility. The Equality Officer serves as a confidential point of contact for employees and partners to raise concerns regarding discrimination, unequal treatment, or other barriers to equal opportunity.

Each December, the Equality Officer distributes a standardized feedback form to all employees, inviting complaints, suggestions, or ideas for enhancing workplace equality. The officer reviews the answered feedback forms in January and takes appropriate action to address concerns and implement improvements, ensuring continuous progress toward a fair, respectful, and inclusive work environment. In addition, the Equality Officer is responsible for maintaining a comprehensive record that systematically documents participation in relevant events, projects, and training activities, serving as a basis for tracking progress over time.



Managing Director
Sebastian Hirschmugl