

# WOMEN'S INVOLVEMENT IN THE GURUS COMPANY REPORT



JULY 2021 // PREPARED BY THE GURUS LLC

Dear Reader,

This Strategic engagement to gender equality 2019-2021 marks a new stage in our efforts to promote equality between women and men while continuing to focus on priority areas for action of particular convenience. People and their talents are among the key factor of sustainable, long-term growth. If half of the talents are underdeveloped or underused, growth and sustainability will be compromised. We are very pleased to introduce to you our Strategic engagement for gender equality 2019-2021.

We look forward to continuing working in the future to ensure that equality between women and men becomes more reality.



The Gurus Team

## About The Gurus

The Gurus is a fast-growing company assembling highly qualified professionals in the industry. We deliver **Clinical Data Management, Statistical Programming, and Biostatistics services**. The company aims at raising the efficiency and the standards of excellence to maintain loyal clients and achieve credibility. Our hard-working, enthusiastic and experienced team members are the greatest asset of the company. We encourage autonomy, proactivity and a questioning mindset to assure independent programming.

## Mission

Our mission is to provide quality and cost-effective services to our customers never compromising the security of the data of our clients, becoming a brand associated with transparency, dependability and safety. We strive to offer high-quality services to all companies, regardless of the size and the location and prepare a new generation of experts by intensive training and coaching

## Vision

We aspire to become a leading company offering Statistical programming and Database Management services in the wider Eastern Europe area. Our vision is raising the quality standards of the Data Management, Statistical Programming and Biostatistics services in the industry.

## Values

Autonomy, proactivity, Questioning mindset, Transparent communication with the clients, Independent programming, Safety and security of the data of our clients.

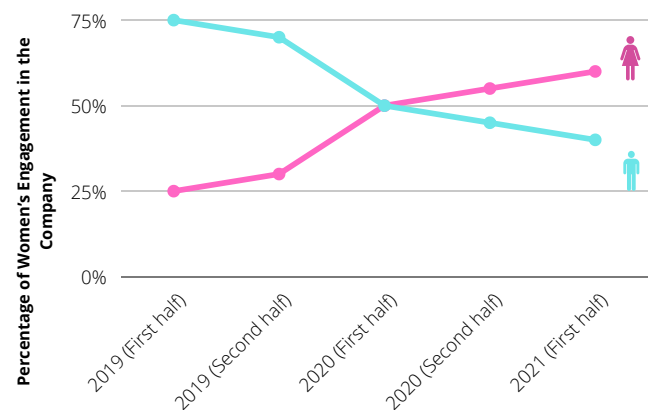
## GENDER EQUALITY IN 2019-2021

Promoting gender equality is a core activity for The Gurus: equality between women and men is a fundamental value, an objective, and a base for growth.

The 2019-2021 strategy for equality between women and men prioritized four key areas for action:

- ▶ equal privilege for women and men;
- ▶ equal pay for work of equal value;
- ▶ equality in decision-making;
- ▶ dignity and integrity

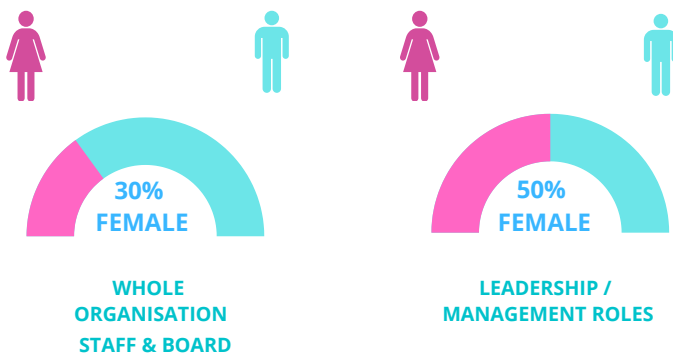
Ensuring equal access to developmental work opportunities and creating an inclusive culture are the most common initiatives aimed at improving gender diversity.



Progress has been achieved in recent years, as witnessed, for example, by the highest employment rate ever recorded for women (60% in 2021) and their increasing participation in decision-making.

## GENDER EQUALITY IN 2019

### GENDER SPLIT AT 30 December 2020



In its work programme, The Gurus company has reaffirmed its commitment to continue its work to promote equality between men and women.

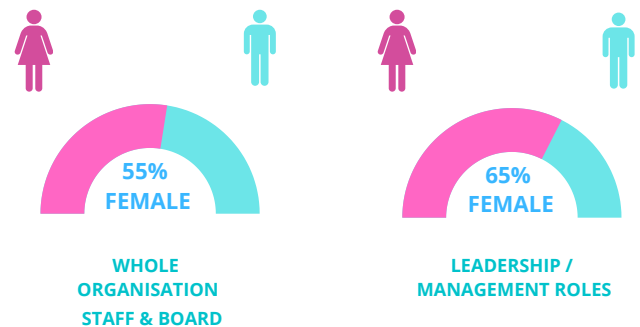
Since its inception, our organization has been guided to enhance the role of women in the workplace. At 2019 women indicator was 30% in the whole organisation and 50% in management. It has had a female CEO since 2019, a rarity among FSP-listed companies, that are providing biotechnological services.

## GENDER EQUALITY IN 2020

Progress has been achieved in the next year, as witnessed, women indicator became 55% in the whole organisation and 65% in management.

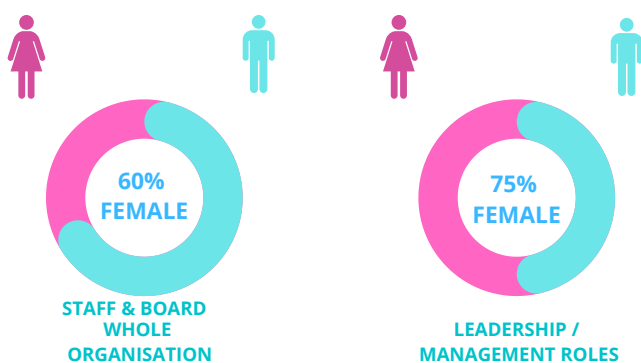
However, we are determined to make stronger and sustained progress. We are committed to taking the actions that will improve the diversity of our business. While we have made good progress, this is meaningless if it is not sustained for the long-term. We have therefore also made significant investments in our management development curriculum to ensure that there is gender balance in those we identify as our future leaders and that they are being given the support they need to achieve their potential.

### GENDER SPLIT AT 30 December 2020



## Who We are Today

### GENDER SPLIT AT 30 June 2021



Today the women engagement in the Gurus company is in its highest position. At the whole organisation the indicator is 60% including staff and board, and in management the indicator is 75%.

The Gurus company aims to act as an agent for change in the drive for greater diversity and inclusion, highlighting the importance of taking action to increase the numbers of women in business – for their own benefit, and that of the sectors they work in.

The commitment to achieve gender equality is one of the dimensions of our approach to inclusion and diversity. Through this approach we are fostering a culture where everyone is welcome to be themselves, be valued and belong.