

Gender equality statement of commitment:

With this letter, Moverim's director Laura Vivani states that the company has adopted a Gender Equality Plan. The plan aims to further enhance gender equality within the firm, in accordance with the Belgium legal framework and the Gender Equality Strategy promoted by the European Commission.

The Gender Equality Plan formalises the efforts that we have carried on since the foundation of our firm. It represents a step-up of these efforts in a better-structured strategy that can be measured and monitored over time. We will periodically update the plan as we progress toward our gender equality goals.

Moverim pursues the following objectives:

- Promoting a gender equality culture among the firm's partners, incoming trainees and clients;
- Promoting a gender-sensitive approach in the recruitment and career development of the firm's partners and trainees;
- Promoting integration of work with family and personal life;

To ensure the effective implementation of the gender strategy, we pledge to leverage our human resources and professional expertise.

Europe is moving through a historical transition that requires the involvement of everyone. There is no room for inequalities. With our continued efforts, we believe we contribute to a gender-equal society built upon diversity and inclusion.

Bruxelles, 19/05/2021

The Director of Moverim Sprl,

Laura Vivani



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