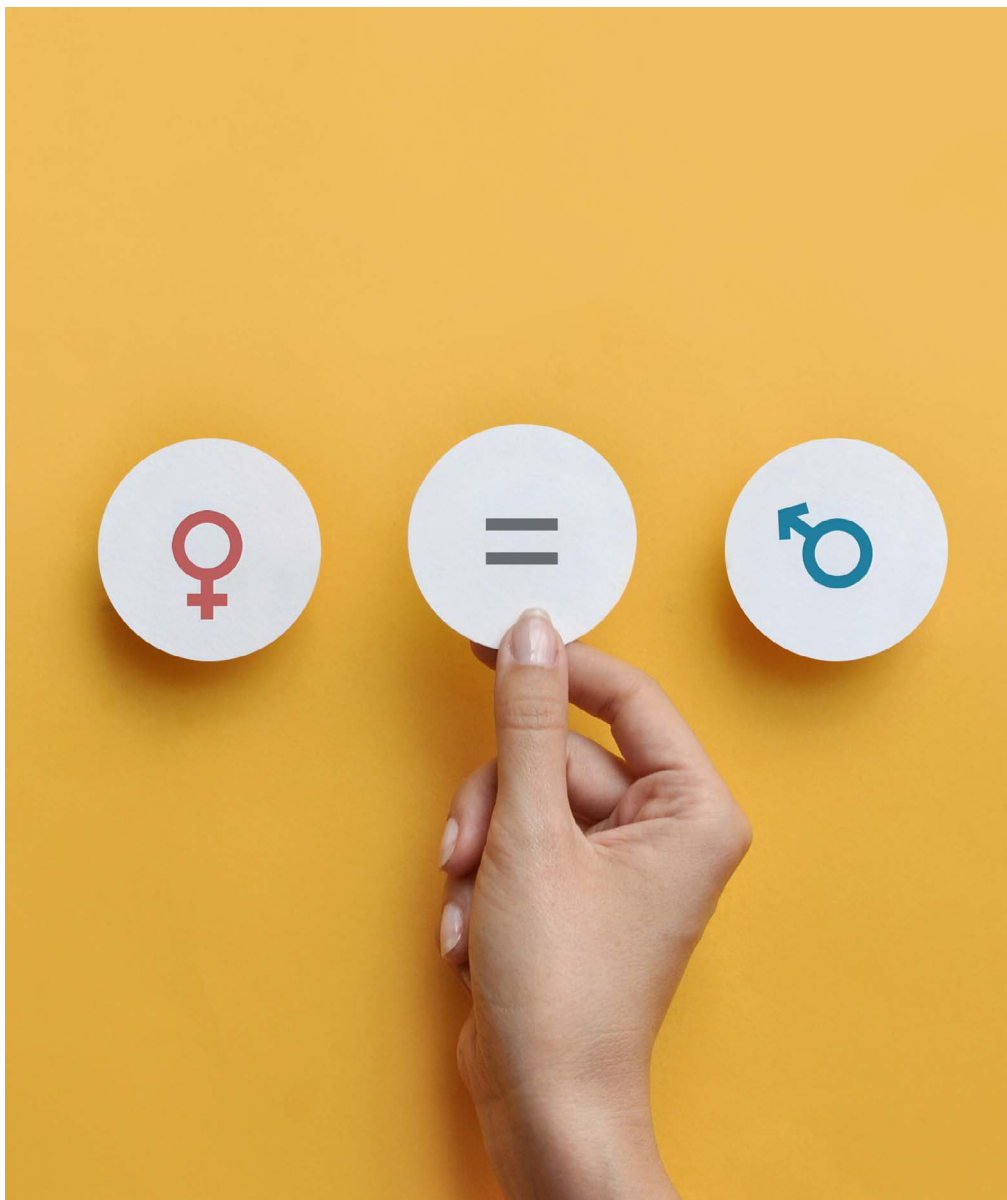


GENDER EQUALITY PLAN

NOVEMBER 2023











Introduction

Gender Equality is a subject of highest priority at SYNYO. The Gender Equality Plan is a tool to ensure gender balance and equal opportunities for everyone by continuing to implement and monitor the following measures.

Our Vision

-  Providing a work environment in which everyone can thrive and is being valued equally
-  Equal access to leadership positions regardless of gender
-  A fair recruitment process and career progression based on qualifications without any gender bias
-  Gender-neutral and transparent salary scales
-  Removing unconscious gender bias in research projects
-  Ensuring a safe work environment for everyone



Area	Employees	Leadership	Policies	Monitoring
Work life balance and organisational culture	Active mentoring after career breaks for reintegration	Offer support on work-life-balance	Flexible working hours and remote working options to balance work and family life	Continuous assessment of employees' impressions and needs
Gender balance in leadership and decision making	Support and mentoring for female employees to enhance competences	Gender Equality training for decision-makers and leaders	Introduce gender quotas	Regular monitoring of data regarding gender distribution
Gender equality in recruitment and career progression	Equal chances based on skills, regardless of gender	Open and publicly advertised recruitment and selection procedures	Introduce policies to remove gender bias in the recruitment process	Regular monitoring of data regarding gender distribution
Integration of the gender dimension into research and training content	Training sessions for employees in order to diminish unconscious gender bias in research projects	Review all projects regarding the consideration of the gender dimension	Development of company-wide guidelines on how to deal with the gender dimension in research projects	Assessment of all projects and project proposals
Measures against gender based violence, including sexual harassment	Regular discrimination awareness training for employees	Reporting channels for any case of gender-based violence	Zero-tolerance policy regarding discrimination	Regular assessment of the perceived work culture and upcoming problems

The present Gender Equality & Diversity Plan is in line with the EC's [Gender Equality Strategy 2020-2025](#), as well as the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, and the Convention on the Elimination of All Forms of Discrimination against Women.

The Gender Equality Plan aims to contribute to gender equality in the workplace and ensure better research and development within SYNYO through promoting equality between employees of all genders and challenging stereotypes. It has been set up to establish a workplace culture where all employees are valued, recognised and empowered, and are presented with equal opportunities. By putting the principles into practice, individual differences can be valued and leveraged, leading to more effective collaboration and diverse work. SYNYO is not only committed to advancing gender equality in its own work place, but also to implementing it in its research and development work by developing strategies to include the gender dimension in all work carried out.



Regardless of their gender, all employees should be able to access and enjoy the same opportunities, rights and responsibilities.

To this end, SYNYO has dedicated resources and senior staff to ensure the successful and continuous implementation of all gender equality policies defined in this plan. This includes the following:

- Consistent and active participation by all staff
- Translation of policy into action initiated by senior management
- Continuous assessment of needs and impressions of all employees
- Clear definition, communication and application of the defined measures to all employees
- Removal of barriers to the full and equal participation in the workforce
- Consistent monitoring of the effective application of the Gender Equality Plan
- Application of the policy to all work throughout the organisation



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