POLYCLINIC
BIOTEK

# Gender Equality Plan (GEP)

Biotek Polyclinic is committed to promoting gender equality across all levels of the organization, in line with the requirements of the European Commission's Horizon Europe program. We confirm that Biotek has adopted a **Gender Equality Plan (GEP)** that meets all mandatory process-related requirements and addresses key thematic areas recommended for Horizon Europe eligibility.

## 1. Public GEP

- Biotek Polyclinic's Gender Equality Plan is a formal, public document approved and signed by top management.
- The GEP is published on our official company website
- It outlines the company's vision, objectives, and strategic actions for advancing gender equality.

## 2. Dedicated Resources

- Biotek Polyclinic has allocated both human and financial resources for the implementation of the GEP.
- A Gender Equality Officer has been appointed, and a Gender Equality Committee is established to oversee implementation and progress.
- External gender experts may be engaged where needed, and relevant budgetary provisions are included for training, data collection, and evaluation activities.

## 3. Data Collection and Monitoring

- Biotek Polyclinic collects and monitors gender-disaggregated data on staff annually, including recruitment, retention, promotions, and pay.
- Indicators are defined to track progress, and results are compiled in an internal report shared with senior management and relevant stakeholders.
- This data forms the basis for reviewing and adjusting the GEP on a regular basis

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### 4. Training and Awareness-Raising

- Regular training sessions are organized for employees and decision-makers on gender equality and unconscious gender bias.
- These sessions are mandatory for management and HR staff and are encouraged for all employees.
- Documentation such as training agendas, participant lists, and expert contracts are maintained as evidence of implementation.

## Thematic Areas Covered

Biotek Policlinic's GEP includes specific objectives and measures in the following priority areas:

1. **Work-Life Balance and Organizational Culture**
   - Policies support flexible working arrangements, parental leave, and employee wellbeing.
2. **Gender Balance in Leadership and Decision-Making**
   - Targets and measures are in place to promote equal gender representation in management and governance structures.
3. **Gender Equality in Recruitment and Career Progression**
   - Job advertisements, selection procedures, and performance evaluations are gender-sensitive and inclusive.
4. **Integration of Gender Dimension in R&D**
   - Where applicable, the gender dimension is considered in research methodologies and product development.
5. **Measures Against Gender-Based Violence, Including Sexual Harassment**
   - A clear internal policy is in place to prevent and address all forms of gender-based violence and harassment. Reporting mechanisms and support services are accessible and confidential.

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