

Gender Equality Plan (GEP) – SENSORBITE

1. Publication

This document constitutes the formal Gender Equality Plan (GEP) of SENSORBITE, approved and signed by the Management Board. The document will be published on the official SENSORBITE website and will be updated annually, taking into account progress, recommendations, and new guidelines in the area of gender equality.

2. Dedicated resources

SENSORBITE appoints a Gender Equality Officer, who will be Natalia Glapińska-Spiralska, responsible for coordinating activities and monitoring the implementation of the GEP. The HR team and management will support the achievement of objectives, with at least 5% of the annual HR budget allocated to training and monitoring activities related to gender equality.

3. Data collection and monitoring

- Collecting and analyzing gender-disaggregated data for all SENSORBITE employees (positions, salaries, promotions, recruitment).
- Annual reporting of results, trends, and recommendations.
- Monitoring gender balance in recruitment and promotions through a set of KPIs.

4. Training

- Trainings on gender equality and unconscious bias for all staff, with a focus on management and decision-makers.
- Workshops on work-life balance and promoting flexible working arrangements.
- E-learning trainings available for new employees as part of onboarding.

5. Recommended content areas

5.1 Work-life balance and organisational culture

- Introduction of flexible working time and remote work policies.
- Promoting an organisational culture based on equality, respect, and transparent communication.
- Considering parental leave in employee development plans (without negative impact on career progression).

5.2 Gender balance in leadership and decision-making

- Ensuring gender diversity in the Management Board, project teams, and decision-making committees.
- Target: by 2030 achieve at least 40% female representation in leadership positions and strategic teams.

5.3 Gender equality in recruitment and career progression

- Use of gender-neutral language in job advertisements.
- Requirement for diverse recruitment panels.
- Regular audits of promotion processes in terms of gender equality.

5.4 Integration of the gender dimension into research and innovation content

- Considering gender analysis and biological/social differences in R&D projects.
- Promoting research and technological solutions that address the needs of both women and men (e.g., agricultural and environmental applications within SENSORBITE).

5.5 Measures against gender-based violence and sexual harassment

- Establishing an anonymous channel for reporting cases of violence, harassment, or discrimination.
- Mandatory trainings on zero tolerance for harassment and violence.
- Internal sanctions for violations of equal treatment principles.

6. Monitoring and evaluation

- Annual evaluation of the GEP implementation and publication of a summary report.
- KPIs include: share of women in overall employment, share of women in leadership positions, gender pay gap, participation of women in trainings and R&D projects.
- Reporting progress to the Management Board and publishing a summary on the website.