

Gender Equality Plan (GEP) of SYRION

Objectives of the GEP

- Provide resources for gender equality measures in the organization on a secure basis
- Increase the proportion of women in the organization through recruitment, development, and the provision of an appropriate work-life balance
- Promote a respectful organisational and communication culture through clear positioning and messages to market competitors externally and to all employees internally

Process

An iterative process (see Fig. 1) has been established to implement the gender equality activities (new and updated).

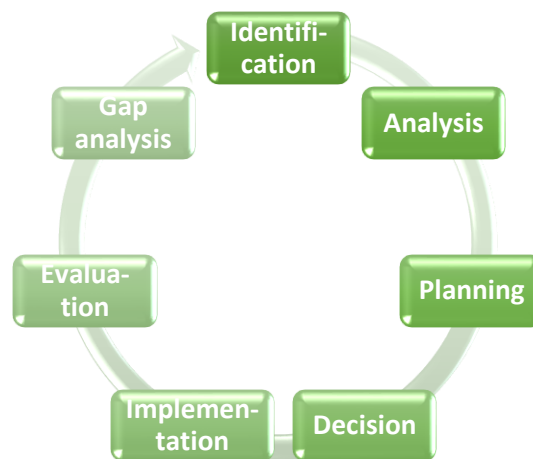


Figure 1: Iterative GEP implementation & update process

This process ensures that

- gender activities are based on quantitative and qualitative analyses,
- gender equality-oriented goals are formulated in a participatory process,
- measures and instruments derived are implemented,
- the efficiency of the instruments and the degree of goal achievement are regularly evaluated,
- gap and cause analyses are carried out, and
- the results of this evaluation are communicated transparently to the organisation and its employees.

Organisation

To ensure an effective and continuous implementation of gender equality measures, relevant activities are directly located at the highest management level of SYRION, i.e. with its official representatives.

Gender equality activities and results are monitored by a dedicated person (= Gender Officer) and discussed before SYRION's Annual General Assembly.

The Gender Officer (preferable a female) is elected at this annual meeting. The Officer of the previous year is not eligible for re-election to avoid doing the same things over and over and to get fresh ideas.

Relevant activities are

- Further updating of activities within the GEP
- Monitoring/implementation of the defined GEP activities
- Participating in events and representation of SYRION in gender issues
- Communicating gender issues
- Realization of gender training courses

Continuous Monitoring

Definition of the objectives of SYRION's gender and GEP activities, as well as the evaluation of the effectiveness of the measures, are carried out through continuous monitoring using various instruments and defined indicators.

The following areas are monitored:

- Recruitment
 - Ratio of female applications to female hires
 - Proportion of women among junior researchers (PhD positions)
 - Proportion of female trainees
- Career development
 - Proportion of women by occupation (Science, Research, Engineering, Expert Advice, Technical Services, Support, Management)
 - Proportion of women by level of occupation (junior, middle, senior, management)
 - Proportion of female scientific project leaders compared to the proportion of female scientists
 - Development of the proportion of women across the hierarchy levels
- Reconciliation of professional and private life
 - Career development and employment levels in all categories of employees
 - Utilization of (parental) leave in all categories of employees
- Realisation of gender training courses

Resources and Budget

The organisation provides the Gender Officer with an annual budget based on the activities identified in the GEP (human resources, space, and material costs).

Activities of the GEP

Organisational culture

Objective #1: Embed gender equality as part of the organisational culture

A gender-responsive organisational culture and work-life balance are key factors for a gender-equal company, which in turn is a prerequisite for innovation, attractiveness as an employer and thus economic health. The following measures therefore support gender-responsive communication and, above all, the creation and maintenance of gender-responsive framework conditions in the company:

- Gender equality, respect, and empowerment at the heart of corporate culture
- Use of gender-neutral language and imagery in internal and external communications
- Clear rules for dealing with sexual harassment, bullying, bossing, and staffing in the workplace and in business relationships

Objective #2: Support employees in achieving a personal work-life balance

People's expectations of work-life balance vary according to the stage of their lives and careers. The models established at SYRION make it possible to organise working life according to individual needs and thus achieve an optimal work-life balance:

- Parental leave: based on collective agreement
- Support for paternity leave and part-time leave for fathers
- Flexible (part-time) working models: Possibility of flexible working hours adapted to individual needs in terms of scope and location, as well as flexibility of the place of work (teleworking).

Gender balance in Leadership and Management

Objective #3: Gender equality in career development opportunities

SYRION sees itself as an organisation in which equal opportunities, fairness, open communication, empowerment and committed participation in the design of processes and structures are essential.

The corporate strategy of SYRION defines appropriate measures for equal opportunities and the promotion of women at SYRION. Accordingly, job advertisements for management positions are published both internally and externally. In the spirit of gender equality, women are explicitly invited to apply.

Recruitment

Objective #4: Increase the proportion of qualified female applicants for vacancies at all hierarchical levels:

- Women researchers are promoted as role models, with a focus on positioning themselves as experts in their fields. Job advertisements are designed in a gender-sensitive way.
- Balanced selection process: Structured interview forms and assessment according to criteria based on requirement profiles that apply equally to all genders, and appropriate participation of women in the selection process with involvement of the Gender Officer.

Career development and qualification

Objective #5: Targeted promotion of women at SYRION

- Gender programme: The promotion of women at SYRION is anchored in its organisational structure through the Gender Officer and continuous monitoring.
- Access to all training measures regardless of gender and level of employment

Integration of gender dimensions in research

Objective #6: Integrate gender dimensions in the design, implementation, and results of research projects

The integration of gender dimensions is now an obligatory part of European and national research funding schemes. This promotes the development of new ideas, the continuous elimination of gender bias and the increasing integration of societal needs.

- The Gender Officer monitors and supports the gender-sensitive design and implementation of research projects. Gender aspects are considered in the composition of the project team and in the orientation of the project objectives.
- Consideration of gender and diversity aspects in SYRION research topics

Gender Training

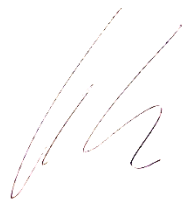
Objective #7: Promoting a gender-sensitive work culture

- Mandatory training on the topic of equality, gender & diversity with focus on the legal framework and practice, the implementation of gender and diversity perspectives in management and project practice, self-reflection with regards to one's own role and dealing with "unconscious (gender) bias"
- Gender trainings course will be realized by the Gender Officer

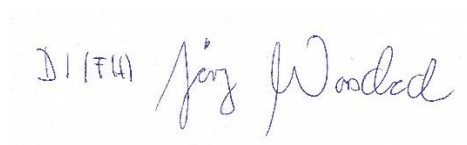
Measures to be implemented in 2024

1. Review and improve the lectures given at the University of Applied Sciences FH Joanneum with respect to gender issues (language, objectives, contents)
2. Review and improve the SYRION website and project-related dissemination materials regarding gender issues (language, objectives, possible gender perspectives)

Graz, 15-April-2024



Dr. Werner Rom, CEO/Founder



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