

# Gender Equality Plan

## Introduction

At Volucap, we are committed to fostering an environment that promotes gender equality, diversity, and inclusion at every level of our organization. This Gender Equality Plan (GEP) is a testament to our dedication to these values and our compliance with the eligibility criteria set forth for Public bodies, Higher Education establishments, and Research organizations from Member States and Associated Countries involved in proposals selected for funding.

## Objective

The primary objective of our Gender Equality Plan is to ensure an equitable, inclusive, and diverse workplace that supports and advances gender equality. This GEP outlines our strategies and actions to address gender imbalances, promote gender equality in decision-making processes, and combat gender-based discrimination.

## Scope

This Gender Equality Plan applies to all aspects of our operations, including recruitment, career progression, work environment, and organizational culture. It is designed to be comprehensive and to address the specific challenges and opportunities related to gender equality within our sector and organization.

## Key Actions

- **Workforce Analysis:** Conduct regular gender equality assessments to identify areas for improvement and track progress.
- **Recruitment and Career Advancement:** Implement unbiased recruitment and career advancement practices to ensure gender balance at all levels.
- **Training and Awareness:** Offer training programs to all employees on gender equality, unconscious bias, and diversity and inclusion.
- **Work-Life Balance:** Promote policies that support work-life balance for all employees, regardless of gender.
- **Gender Equality Committee:** Establish a Gender Equality Committee to oversee the implementation of the GEP, address gender-related issues, and advise on best practices.
- **Reporting and Evaluation:** Regularly monitor, evaluate, and report on our progress towards achieving the objectives set out in this GEP.

## Commitment

In alignment with our core values and commitment to fostering an inclusive, equitable workplace, Volucap hereby adopts this Gender Equality Plan as a guiding framework for our ongoing efforts to promote gender equality across all levels of our organization. This plan reflects not only our dedication to creating a diverse and inclusive work environment but also our commitment to leading by example within our industry and community.

We, the top management of Volucap, are fully committed to the implementation of this Gender Equality Plan. We recognize the importance of gender equality for the success of our organization and the well-being of our employees. This GEP reflects our commitment to creating a more equitable, inclusive, and diverse workplace.

Officially Endorsed by:

Endorsed Date: 16.10.2023

Sven Bliedung von der Heide  
CEO, Volucap GmbH

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