

# Gender Equality Plan (GEP)

## FIDCHEM S.L.

### 1. Introduction

FIDCHEM S.L. is committed to fostering an inclusive, diverse, and equitable working environment. As a deep-tech company operating in environmental technologies, we recognize that diversity of perspectives enhances innovation, decision-making, and long-term impact.

This Gender Equality Plan (GEP) establishes the principles, governance, and concrete actions ensuring equal opportunities regardless of gender, in line with Horizon Europe requirements.

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### 2. Scope

This plan applies to all employees, collaborators, management, and decision-makers of FIDCHEM S.L.

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### 3. Governance and Publication (Public GEP)

- This GEP is a formal document approved and signed by top management.
  - It is published on the company website and available to partners and funding bodies.
  - Link (to be added): [<https://www.fidchem.com/gep>]
  - Approval evidence: internal management decision / signed version archived.
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### 4. Dedicated Resources and Expertise

- Responsibility for implementation is assigned to company management.
  - A designated internal contact person is responsible for gender equality monitoring.
  - The company commits proportional internal resources (time and management oversight) to implement this plan.
  - External expertise may be engaged if needed (e.g., consultants, advisors).
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### 5. Key Objectives

- Ensure equal access to recruitment, training, and career progression
  - Promote gender balance across all roles and levels
  - Prevent discrimination, harassment, and bias
  - Support work-life balance for all employees
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## **6. Measures and Actions**

### **6.1 Work-Life Balance and Organisational Culture**

- Flexible working arrangements where possible
- Respect for work-life balance in scheduling and workload
- Inclusive internal communication culture

### **6.2 Gender Balance in Leadership and Decision-Making**

- Consider gender balance in leadership roles where possible
- Transparent decision-making processes

### **6.3 Gender Equality in Recruitment and Career Progression**

- Use gender-neutral language in job descriptions
- Evaluate candidates based on skills and competencies only
- Monitor gender balance in hiring and promotions

### **6.4 Integration of Gender Dimension into R&D Activities**

- Consider gender aspects where relevant in research and innovation activities
- Ensure inclusive perspective in technology development where applicable

### **6.5 Prevention of Gender-Based Violence and Harassment**

- Zero-tolerance policy toward harassment and discrimination
  - Clear internal reporting mechanisms
  - Confidential handling of complaints
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## **7. Data Collection and Monitoring**

- FIDCHEM commits to collecting gender-disaggregated data including:
    - Workforce composition
    - Recruitment and promotion outcomes
    - Internal review conducted at least every two years
    - Indicators monitored: hiring ratios, role distribution, retention
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## **8. Training and Awareness**

- Awareness activities on gender equality for staff and decision-makers
  - Inclusion of unconscious bias awareness in internal discussions or training
  - Training may be conducted internally or with external experts
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## **9. Accountability and Review**

- Annual internal review of implementation progress
- Continuous improvement of measures

- Updates to the GEP as the organisation grows
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## **10. Entry into Force**

This plan enters into force upon approval by company management and is subject to periodic updates.

**FIDCHEM S.L.** Date: [Insert Date] Name: [CEO / Director] Signature: \_\_\_\_\_