

# Gender Equality Plan (GEP) A51 (2026–2028)

## 1. Introduction and Commitment

A51 recognizes that gender equality is a fundamental value of the European Union and a key driver of research and innovation excellence. This Gender Equality Plan (GEP) outlines our commitment to fostering an inclusive, diverse, and equitable working environment. This document serves as the official strategy to ensure sustainable structural and cultural change within our organization.

## 2. Mandatory Process-Related Requirements

### 2.1 Public Document and Institutional Adoption

This GEP is a formal document signed by A51's top management and is publicly available on the official company website. A51 is committed to actively communicating this plan to all employees to ensure collective accountability.

### 2.2 Dedicated Resources

A51 allocates the following resources to ensure the effective implementation of this plan:

- Expertise: Assignment of a dedicated Gender Equality focal point/committee responsible for driving GEP actions.
- Personnel Time: Earmarked staff time for data collection, monitoring, and the delivery of gender equality initiatives.
- Budget: Specific budgetary allocations for training programs, communication campaigns, and internal audits.

### 2.3 Data Collection and Monitoring

To ensure evidence-based progress, A51 will:

- Collect sex/gender-disaggregated data on personnel annually, including staff numbers by grade, function, and recruitment outcomes.
- Publish a monitoring report at least every two years to evaluate progress against established indicators and adjust the GEP as necessary.

## 2.4 Awareness Raising and Training

A51 implements a mandatory training curriculum which includes:

- Unconscious Bias Training: Required sessions for all staff and decision-makers to identify and mitigate hidden gender biases in recruitment and evaluation.
- Gender Equality Briefings: Regular sessions for leadership to ensure gender-sensitive decision-making.

## 3. Recommended Thematic Areas

### 3.1 Work-Life Balance and Organisational Culture

A51 promotes a culture that supports diverse life situations through:

- Flexible working arrangements and remote work options.
- Supportive policies for parental and caring leave.

### 3.2 Gender Balance in Leadership and Decision-Making

We aim for gender-balanced representation in all internal committees and management roles. This includes reviewing appointment processes to remove barriers for underrepresented genders.

### 3.3 Gender Equality in Recruitment and Career Progression

A51 ensures fair recruitment by:

- Using gender-neutral language in job advertisements.
- Ensuring gender-balanced selection panels.
- Critically reviewing evaluation criteria to account for non-traditional career paths or family-related breaks.

### 3.4 Integration of the Gender Dimension in R&I Content

A51 integrates sex and gender analysis into the design, implementation, and evaluation of all research projects. This ensures that our innovation outputs are relevant and impactful for the whole of society.

### 3.5 Measures Against Gender-Based Violence and Sexual Harassment

A51 maintains a zero-tolerance policy toward sexual harassment and gender-based violence. This includes:

- Clear, visible reporting channels for victims and witnesses.
- Robust, independent investigation procedures and disciplinary measures.

## 4. Formal Endorsement

Adopted on: 23rd February 2026

Validity Period: 2026 – 2028

Signature of Top Management:

*Marina Katava*

Marina Katava  
CEO, A51