



# Gender Equality Plan 2025

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## Introduction

At 3AE Health LTD we are committed to fostering a workplace that values diversity and inclusion, providing fair opportunities and access to resources for all employees regardless of gender. To reinforce this commitment, our Gender Equality Plan (GEP) has been approved by the company's top management, published on the company's website, and shared within the organization to promote transparency and accountability.

This GEP aligns with the values of the European Union and the standards set by the European Commission, including the United Nations Sustainable Development Goals (UN SDGs), introducing measures to integrate the gender dimension throughout our organization. A diverse and inclusive work environment fosters creativity, strengthens collaboration, and ensures our solutions effectively address societal needs. By prioritizing gender equality, we attract and retain top talent while empowering everyone to reach their full potential.

The GEP reflects 3AE Health LTD commitment to gender equality by setting clear objectives, implementing targeted initiatives, and promoting policies that create an inclusive and fair workplace, ensuring that all employees feel valued and included.

We also ensure that our GEP aligns with key global standards, including the United Nations Sustainable Development Goals (UN SDGs) and EU legislation, reinforcing our dedication to global gender equality principles.

## Dedicated Resources

To ensure the successful implementation of the GEP, 3AE Health LTD allocates both human and financial resources. A Gender Equality Officer (GEO) has been appointed, working closely with the Human Resources Office (HR) and management, overseeing the development, implementation, monitoring, and reporting of gender equality initiatives, ensuring they are effectively integrated into the company's ongoing operations and sustained over time.

To ensure the success of the GEP, the GEO and HR will conduct annual audits to assess the plan's effectiveness. The GEO will be responsible for identifying any challenges encountered during implementation and recommending additional measures to drive improvements in the GEP. These insights will inform the ongoing enhancement and updating of the plan, ensuring its long-term success and sustainability.

## Key Areas

### **Career Progression and Work- Life Balance**

3AE Health LTD is committed to fostering gender equality and creating an inclusive work environment. As an equal opportunity employer, we promote gender transparency and sensitivity throughout our recruitment and appointment processes. This is achieved by implementing a gender-neutral recruitment policy, using inclusive language, ensuring fair practices. We assess all job applications based solely on candidates' qualifications to ensure fairness in hiring.

Additionally, we are dedicated to removing barriers to gender equality in career access, retention, and progression. This includes offering key skills training for all employees and providing accommodations for staff to attend workshops and seminars, considering special circumstances like parenthood and pregnancy.

At 3AE HEALTH LTD, we value the employees' work-life balance and well-being. For that purpose, we have developed a comprehensive Employee Handbook to provide staff with clear and accessible information regarding our policies and support structures, including parental leave policies, flexible working time arrangements, and remote work options.

### **Gender imbalances in decision-making processes**

At 3AE HEALTH LTD, we are committed to addressing gender imbalances in decision-making processes and increasing the representation of diverse talents within our organization. We ensure equal opportunities for all genders in key leadership roles, maintaining a balanced approach to decision-making that fosters an inclusive and dynamic environment. In doing so, we ensure that all voices are heard and valued, driving innovation and success at every level of the organization. We also investigate the barriers that prevent underrepresented genders from accessing leadership roles, and we design strategies to remedy them.

The company places a strong focus on preventing sexual harassment and gender-based violence, ensuring that all employees are empowered to report incidents without fear of retaliation. We ensure that our workplace is a safe environment by disseminating clear policies for preventing gender-based violence.

We continuously monitor and evaluate our Gender Equality Plan, tracking progress and updating our policies based on gender analysis, ensuring that we remain responsive to the evolving needs of our workforce. To support these efforts, we allocate funding specifically for actions outlined in our GEP, ensuring that these initiatives are fully supported and aligned with our business activities. Our commitment is further reflected in our gender-sensitive language policy, which guides all company communications, promoting respect and equality.

## **Strengthen the gender dimension in research programmes**

At 3AE Health LTD, we are dedicated to integrating a gender perspective into all research and innovation areas. By actively encouraging gender diversity in our research teams, we aim to bring a variety of perspectives to the table, driving innovation and fostering a more inclusive research environment.

We also support the integration of gender perspectives in EU-funded research, aligning with regional efforts to promote gender equality in research and innovation. By doing so, we contribute to broader initiatives that emphasize the importance of gender-sensitive approaches in scientific work. At the core of our approach is a commitment to fostering a culture of gender equality within our research activities. We strive to create an environment where gender is actively embedded into the framework of all our research endeavours, ensuring that our work is reflective of the diverse needs and experiences of all genders.

## Objectives and Action Plan

<b>Objective 1 - To remove barriers to the recruitment, retention and career progression of female researchers</b>						
<b>Key area</b>	<b>Theme</b>	<b>Issue to be addressed / evidence</b>	<b>Planned Action</b>	<b>Person responsible</b>	<b>Measures of success</b>	<b>Assessment of impact</b>
Career Progression	Recruitment	Implement procedures to address gender representation in recruitment and appointments.	Promote transparency and gender sensitivity throughout all recruitment and appointment procedures.	HR/ GEO	Employee satisfaction with recruitment process. Gender diversity in applicants and appointments.	Increased gender diversity in job applications and reduced biases in recruitment processes.
			Establish a gender-neutral recruitment policy.		Policy adopted and communicated company wide.	
			Ensure non-sexist and inclusive language in all job advertisements.		Job descriptions reviewed for gender-neutral language.	Job ads that appeal to a wider and more diverse audience.
			Ensure recruitment processes are free from discrimination and promote equal opportunities through transparent, fair, and accountable practices.		Number of discrimination-related complaints in recruitment.	Reduction of unconscious bias in recruitment, more diverse candidate pool.
	Professional Development	Development and progression.	Remove barriers to gender equality in career access, retention, and advancement.	HR/ GEO	Track number of underrepresented genders promoted to leadership roles. Percentage of employees perceiving promotion processes as fair.	Understand gender-specific challenges in career progression for targeted interventions. Ensure career advancement is based on merit, not gender bias.

			Offer key skills training for all employees.		Percentage of employees trained.	Ensure all employees develop necessary skills.
			Provide accommodations for staff to attend workshops and seminars, considering special circumstances (e.g. parenthood, pregnancy).		Increase workshops and training programs attended by employees with special circumstances.	Equal access to professional development opportunities for employees with caregiving responsibilities.
Work- Life Balance	Culture and Management Practices	Employees' experiences and challenges.	Survey employees on work-life balance and well-being to identify key areas for improvement.	HR	Survey completion rate and number of key areas identified.	Better understanding of employee needs, for targeted work-life balance policies.
	Policy	Limited support for employees with caregiving responsibilities.	Establish work-life balance policies, including flexible/remote work options.	GEO/Management	Retention rate of employees with caregiving responsibilities.	Higher retention of caregiving employees. Positive feedback on support effectiveness.
		Insufficient data to measure the impact of work-life balance initiatives.	Collect and analyse data on work-life balance through employee surveys.		Survey participation rate. Amount of actionable data collected. Improvement in work-life balance ratings.	Better understanding of work-life balance needs. Data-driven improvements in policies. Increased employee satisfaction with work-life balance.



<b>Objective 2 - To address gender imbalances in decision-making processes</b>						
<b>Key area</b>	<b>Theme</b>	<b>Issue to be addressed / evidence</b>	<b>Planned Action</b>	<b>Person responsible</b>	<b>Measures of success</b>	<b>Assessment of impact</b>
Institutional Governance	Leadership and management	Improve commitment to equality within the organization.	Promote best practices in gender equality within the company.	HR/ Management/ GEO	Number of initiatives promoting best practices.	Strengthened organizational commitment to gender equality.
			Allocate funding to support GEP actions.		Percentage of budget allocated.	Long-term sustainability of gender equality measures.
			Align business activities with gender equality principles.		Gender equality principles in strategic planning.	Greater alignment with gender equality standards across the company.
			Develop a gender-sensitive language policy for company communications.		Adoption of gender-sensitive language guidelines.	Increased use of inclusive language in communications.
			Align GEP with UN SDGs and EU legislation.		Number of policies revised to align with SDGs and EU legislation.	Alignment with global gender equality standards.
		Promote the participation and balanced representation of underrepresented genders in decision-making bodies.	Ensure gender balance in decision-making bodies.		Percentage of underrepresented genders in leadership and decision-making roles.	Greater representation of underrepresented genders in leadership. Reduced barriers to leadership roles.
			Raise awareness of gender barriers to leadership roles and create strategies to overcome them.			
		Promote measures and policies against	Raise awareness to prevent sexual harassment and gender-based violence.		Number of awareness sessions, reported incidents	Reduced gender-based violence incidents.

		sexual harassment and gender violence.			and actions taken.	
			Empower staff to report incidents without fear of retaliation.		Employee perception of workplace safety through surveys. Visibility of policies and reporting procedures.	Improved workplace safety and trust in reporting.
	Monitoring, Policy and Practices	Assess, recognize, and raise awareness of any existing gender inequalities and biases.	Adapt internal policies based on gender analysis.		Adoption of gender-sensitive language guidelines.	Increased awareness of gender disparities. Informed policy changes based on research.
		Improve commitment to equality within the organization.	Monitor and evaluate GEP.		Timely identification of progress and gaps.	Data-driven improvements and accountability.
			Analyse gender-based violence incidents and gather staff feedback.		Reports on gender-based violence incidents and analysis.	Reduced gender-based violence and improved staff awareness and support.
		Promote measures and policies against sexual harassment and gender violence.	Disseminate policies for preventing gender-based violence.		Employee awareness levels through surveys.	Improved workplace safety and trust in reporting mechanisms. Reduced incidents of harassment and gender-based violence.

<b>Objective 3 - To strengthen the gender dimension in research programmes</b>						
<b>Key area</b>	<b>Theme</b>	<b>Issue to be addressed / evidence</b>	<b>Planned Action</b>	<b>Person responsible</b>	<b>Measures of success</b>	<b>Assessment of impact</b>
EnGendering Knowledge	Gender and Research content	Promote the participation of underrepresented genders in research and innovation activities.	Integrate gender perspective into all research and innovation areas.	Management/ GEO/ HR	Percentage of gender-balanced research teams.	Increased gender diversity in research teams.
			Encourage gender diversity in research teams.		Number of gender-balanced research teams. Percentage of underrepresented genders in leadership roles in research.	More inclusive research environments. Improved compliance with the European Charter for Researchers.
			Support gender perspective integration in EU-funded research.		Number of gender-integrated research proposals. Compliance with EU gender requirements.	Increased funding from gender-sensitive proposals. Stronger commitment to gender-inclusive research.
	Culture and Curriculum	Promote a gender diversity perspective in research and innovation.	Foster a culture of gender equality in research.		Development of gender-sensitive research guidelines.	Better integration of gender analysis in research. Greater recognition of gender-inclusive research globally.