

GENDER EQUALITY PLAN (GEP)



Adalid Sciences

May 2025

1.

Introduction and Institutional Commitment

At Adalid Sciences, we believe that promoting gender equality is essential not only to fairness and social justice, but also to achieving scientific and organizational excellence. As a research-driven company working at the frontiers of science and innovation, we are committed to fostering an inclusive workplace where individuals of all genders can thrive and contribute fully.

This Gender Equality Plan (GEP) has been formally adopted by Klara Grantz Saskova, Chief Executive Officer of Adalid Sciences, and is published on our company website. It outlines our current practices and our commitment to continuous improvement in eliminating gender-based barriers within our company and in our scientific work.

This GEP aligns with the Horizon Europe program's requirements for gender equality as an eligibility criterion for research funding.

2.

Governance and Resources

As a small company without formal departments, Adalid Sciences has appointed its Chief Commercial Officer (CCO) as the lead responsible for coordinating gender equality actions.

The CCO is supported by the CEO and team leads across functional areas (scientific, operational, commercial), ensuring company-wide awareness and implementation. While we do not maintain a dedicated gender equality taskforce, the GEP is integrated into our broader strategic planning and reviewed annually with input from team members.

To support implementation, we allocate dedicated working time and budget resources annually to gender-related training, data tracking, and the integration of gender perspectives into our research projects.

3.

Monitoring and Data Collection

Adalid Sciences tracks and analyzes sex- and gender-disaggregated data on a yearly basis, covering:

- Hiring, retention, and departures
- Salary levels and bonus distribution
- Participation in training and professional development

- Representation in decision-making and leadership roles

This data collection enables us to identify trends, address gaps, and assess the impact of our gender equality measures. The results are synthesized into an internal GEP Progress Note reviewed by the CEO and CCO, and a summary is made available upon request to relevant funding agencies such as the European Commission.

4.

Awareness and Training

Awareness and competence-building are central to embedding gender equality at Adalid Sciences. We are committed to:

- Providing annual training to all staff on unconscious gender bias, inclusive language, and fair evaluation practices.
- Ensuring that hiring and promotion decisions are made by individuals trained in bias-aware processes.
- Including a gender equality orientation in onboarding materials for all new team members.

These trainings are coordinated by the CCO and delivered through a mix of external expert resources and internal workshops.

5.

Core Focus Areas and Measures

A. Work-Life Balance and Culture

Adalid Sciences fosters a culture that respects individual circumstances and work-life balance. We offer:

- Flexible working hours and remote work options for all employees.
- Equal access to parental leave, regardless of gender.
- A strong emphasis on results-oriented work, enabling staff to meet personal responsibilities alongside professional goals.

Team leaders are expected to proactively support team members in managing work-life integration.

B. Gender Equality in Leadership and Decision-Making

As a growing start-up company, Adalid Sciences does not implement quotas for leadership positions. Instead, we are firmly committed to merit-based advancement that is free from gender bias. To support this:

- We monitor gender representation in leadership roles (e.g. team leads, project coordinators) as part of our annual data collection.
- We ensure all selection and promotion processes follow structured and bias-aware evaluation procedures.
- Leadership development opportunities are made equally accessible to all genders.

The CEO personally reviews promotions to ensure fairness and transparency.

C. Gender Equality in Recruitment and Career Progression

To ensure a fair and inclusive hiring process, Adalid Sciences:

- Uses inclusive, gender-neutral language in job postings.
- Requires structured interviews and candidate evaluations, with at least one bias-trained evaluator on each hiring panel.
- Maintains equal access to career progression opportunities, including training and mentoring.

Recruitment decisions are monitored to ensure there is no systemic gender bias in shortlisting or hiring outcomes.

D. Integration of Gender in Research and Innovation Content

Where relevant, Adalid Sciences actively incorporates gender analysis into its research activities, including:

- Considering sex- and gender-related variables in the design and interpretation of scientific studies (especially relevant in biomedical and population-related research).
- Encouraging researchers to justify and address the gender dimension in all internal research proposals and EU funding submissions.
- Providing staff with training and guidance on how to apply gender analysis methods in scientific work.

This practice enhances scientific quality and aligns with Horizon Europe's evaluation criteria.

E. Measures Against Gender-Based Violence and Harassment

Adalid Sciences maintains a zero-tolerance policy towards any form of gender-based violence, harassment, or discrimination. Our prevention measures include:

- A confidential reporting channel managed directly by the CEO.
- Commitment to prompt, impartial, and fair investigation of all complaints.
- Clear procedures communicated to all staff during onboarding and regular reminders.
- Annual awareness activities to reinforce respectful workplace behavior.

All staff are required to complete harassment prevention training as part of the GEP implementation.


6.


Evaluation and Continuous Improvement

The GEP is reviewed annually under the joint supervision of the CEO and CCO. The review is informed by:

- Personnel data trends
- Staff feedback
- Evolving best practices from the EU and peer organizations

The review leads to adjustments in goals and actions, which are documented and updated in the GEP for the following year. Updates are published internally and shared externally when required by funding bodies.


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