

Gender equality plan at NanoPoli Center Ltd.

1. Introductory notes

NanoPoli Centre Ltd is the company established for the promotion of the DeepTech and education. Part of its focus is on the very young generations and the other focus is collaboration with the domestic industry. All of the activities have for goal promotion of the natural and technical sciences and communication skills, where there is no place for any kind of discrimination.

This Gender Equality Plan (GEP) outlines the strategies, actions, and goals the center will implement to ensure equal opportunities for all individuals, regardless of gender, in academic, research, and leadership positions. Objective of the Gender Equality Plan The primary objective of this GEP is to promote gender equality within NanoPoli Center and ensure that all staff members have equal access to resources, career advancement opportunities, and a supportive work environment. By addressing gender imbalances, NanoPoli Center seeks to create an equitable workplace that values diversity and inclusion in the field of nanotechnology and beyond.

The company is fully committed to ensure and implement fully the gender equality especially, as the company was established as the startup arising from the Horizon Europe-funded project (EIT HEI's DeepGreenInno).

In all activities, both organizational and the business, education and science promotion, gender equality is implemented at each level.

2. Methodology

NanoPoli Centre Ltd. Will commit all necessary company recourses human and financial when necessary to implement this plan. Currently, the leadership of NanoPoli Center is headed by a woman, Prof. Dr. Suzana Atlagić Gotovac. However, the center will examine whether the representation of women in other leadership and decision-making roles, but also between research participants is sufficient.

Leadership positions:

- Academic roles: The distribution of male and female researchers, professors, and other academic staff will be assessed.
- Research participation: The participation of women and men in research projects, especially in areas of nanotechnology, will be monitored to ensure equal involvement.

Thanks to the diversity of the backgrounds of our poll of experts and employees, we are fully in capacity to implement this plan with high standards.

3. Data handling

At the end of each business year, NanoPoli Centre will collect the data on the staff engagements, according to the gender, but also for the participants of our events and educations.

The data will be analysed and recommendations concluded in written form for future improvements or continuation of the good practices.

4. Equality-related education

With engagement of each new employee, gender equality awareness programs and workshops will be introduced. These programs will focus on:

- o Understanding and addressing gender bias.
- o Promoting respectful and inclusive communication.
- o Raising awareness of the importance of gender balance in research and development.

5. Equal opportunities in recruitment

NanoPoli Center will implement gender-neutral recruitment policies to ensure that all candidates, regardless of gender, have an equal chance at securing positions. This will involve:

- o Ensuring job advertisements are free from gender bias.
- o Training hiring managers to recognize and address unconscious bias.
- o Promoting the recruitment of women in technical and scientific roles, which are often male-dominated.

6. Promote work-life balance

To ensure that both male and female employees can balance their professional and personal lives, NanoPoli Center will offer flexible work arrangements, such as:

- o Remote work options.
- o Flexible hours to accommodate family and caregiving responsibilities.
- o Support for parental leave.

7. Monitor and evaluate progress

A key component of the GEP is continuous monitoring of gender equality metrics. The center will establish mechanisms to track:

- o The gender balance in recruitment, promotions, and leadership roles.
- o The success of gender equality initiatives.
- o The experiences and feedback of staff regarding gender equality policies.

Actions and Activities To achieve the goals set out in this plan, the following actions will be undertaken:

1. Gender Sensitization Workshops: Regular training for all staff members, focusing on gender bias, equality in recruitment, and fostering an inclusive workplace.
2. Creation of Gender Equality Committees: These committees will be formed to ensure that gender equality remains a priority within the center. The committees will monitor implementation and suggest improvements.

8. Conclusion

By implementing the actions outlined in this Gender Equality Plan, the center is committed to ensuring that all staff members, regardless of gender, have the opportunity to thrive in their professional careers and contribute to the advancement of nanotechnology. The implementation of this plan will make a significant difference not only within the center but also in the wider scientific community.

Director:



Suzana GOTOVAC ATLAGIĆ