

## Gender Equality Plan (GEP)

Brain Innovations Srl  
Version 1.0 – 2025

### 1. Introduction

Brain Innovations Srl is committed to promoting gender equality within the company and the broader scientific and technological community. This Gender Equality Plan (GEP) aligns with the European Commission's guidelines and sets forth concrete actions to foster inclusivity, diversity, and equal opportunities for all employees.

#### a. Publication

This GEP is a formal document, It is publicly available on the official company website to ensure transparency and commitment to gender equality.

#### b. Dedicated Resources

Brain Innovations allocates specific human resources to implement gender equality policies in order to monitoring progress, proposing new initiatives, and ensuring compliance with gender policies.

#### c. Data Collection and Monitoring

We systematically collect and analyze sex/gender-disaggregated data related to:

- Workforce composition across all levels
- Recruitment, promotions, and career progression
- Salary distribution and pay gap analysis
- Representation in decision-making bodies

Annual reports will be generated to evaluate progress and adjust strategies accordingly.

#### d. Training

All employees, including executives and decision-makers, will undergo mandatory training on:

- Gender equality principles and best practices
- Unconscious gender biases
- Workplace harassment and discrimination prevention

These sessions aim to build awareness and foster a more inclusive corporate culture.

### 3. Key Areas and Actions

#### a. Work-Life Balance and Organizational Culture

- Promote flexible working arrangements, including remote work and adaptable schedules.
- Support parental leave for both parents, ensuring equal opportunities.
- Implement family-friendly policies.

Brain Innovations Srl

Via Alvaro del Portillo, 21 – 00128 Roma; P. IVA / CF 15257761005; e-mail: braininnovations@legalmail.it

#### **b. Gender Balance in Leadership and Decision-Making**

- Ensure representation of underrepresented genders in leadership roles and decision-making bodies.
- Regularly review promotion processes to ensure fairness.

#### **c. Gender Equality in Recruitment and Career Progression**

- Implement blind recruitment processes to reduce unconscious biases.
- Ensure gender-balanced shortlists for hiring and promotions.
- Provide equal access to training and leadership development programs.

#### **d. Integration of the Gender Dimension into Research and Innovation**

- Ensure that research and development activities consider gender-specific impacts.
- Promote gender-sensitive innovation by including diverse perspectives in the design and testing of new technologies.

#### **e. Measures Against Gender-Based Violence and Harassment**

- Establish clear policies and zero-tolerance measures against gender-based violence and sexual harassment.
- Implement confidential reporting mechanisms.

### **4. Monitoring and Reporting**

A designated team will oversee the implementation of the GEP, ensure compliance, and provide annual progress reports. These reports will be reviewed by management and used to refine strategies and initiatives.