

Gender Equality Plan 2026-2030

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1. Introduction & Commitment

SciForce is committed to ensuring gender equality, equal opportunity, and an inclusive working environment across recruitment, career development, leadership, remuneration-related review processes, workplace culture, and research and innovation activities. This Plan sets out the company’s governance, measures, monitoring approach, and review cycle for advancing gender equality across the organisation

2. Guiding Principles

This Plan applies to all employees, managers, leadership, and relevant contractors participating in SciForce organisational processes.

SciForce’s approach to gender equality is grounded in the following principles:

- **Equal opportunity:** Ensure fair access to recruitment, career advancement and professional development.
- **Respect & dignity:** Maintain a working environment free of discrimination, harassment, or bias.
- **Diverse leadership:** Promote gender balance in leadership, technical and project management roles.
- **Work-life integration:** Support flexible working arrangements, parental and caregiving responsibilities, and an organisational culture that enables equal participation and career development across genders.

3. Key Objectives

Objective	Description
Recruitment & Hiring	Use gender-neutral language in job adverts and promote inclusive hiring practices.

Career Progression	Support equal access to training, mentoring and promotion opportunities.
Leadership Balance	Company will seek balanced and fair representation in leadership, decision-making, and technical roles through transparent selection, promotion, and development processes
Workplace Culture	Foster a respectful, bias-aware, inclusive work environment.
Monitoring & Reporting	Track relevant gender equality metrics and evaluate progress regularly.

4. Actions & Measures

a. Inclusive Recruitment

- Review all job descriptions to ensure inclusive language.
- Train hiring teams on unconscious bias and inclusive interviewing.

b. Professional Development & Career Growth

- Provide equal access to training, mentoring, and career coaching.
- Encourage regular performance reviews supporting personal growth.

c. Work-Life Harmony

- Maintain flexible work arrangements where feasible.
- Promote parental leave rights and support for caregiving responsibilities.

d. Awareness & Culture Building

- Maintain a zero-tolerance approach to gender-based violence, harassment, and sexual harassment. The company will provide confidential reporting channels, fair and timely review procedures, protection against retaliation, and appropriate corrective action in line with internal policy and applicable law
- Provide regular awareness and training activities on gender equality and unconscious bias for all staff, with targeted training for hiring managers, team leads, and decision-makers involved in recruitment, promotion, performance review, and team management.

e. Measurement & Accountability

- Company will collect and review sex/gender-disaggregated personnel data annually, including workforce composition, recruitment outcomes, promotion patterns, leadership representation, training participation, retention, and, where feasible, pay-related indicators.

- The measures in this Plan will be implemented on a rolling annual basis and reviewed each year. At minimum, SciForce will conduct one annual monitoring cycle, one annual management review, and regular training for relevant staff and decision-makers. Progress will be reviewed annually by management and summarised in an internal monitoring report based on defined indicators.

f. Gender dimension in research and innovation

Where relevant to the scientific or technical objectives of a project, SciForce will consider sex and gender in data collection, variable selection, modelling assumptions, validation, and interpretation, and will promote awareness of bias risks in AI-enabled and data-driven workflows.

5. Implementation, Monitoring & Review

Implementation is led by the HR Lead acting as Gender Equality Officer, with oversight from the Executive Team. SciForce allocates staff time, management oversight, and access to external gender-equality expertise where needed to implement, monitor, and update this Plan. The Executive Team reviews progress annually. The HR Lead/Gender Equality Officer coordinates implementation, maintains monitoring indicators, and proposes corrective actions where progress is insufficient.

6. Approval

This Gender Equality Plan is endorsed by SciForce management as a formal commitment to equality, fairness, and inclusive excellence across our organisation. Approved and signed by the Chief Executive Officer on behalf of SciForce senior management. Published on the company website as the formal Gender Equality Plan of the organisation.

Signed:



Approval authority:

Name: Inna Ageeva

Title: Co-founder and CEO

Approval Date: 04 March 2026