

Gender Equality Plan (GEP) at Digital T  chne

Diversity is a core value at Digital T  chne. Our rich, collaborative environment features a diverse pool of talented individuals potentially from all over the world, working together towards a common goal. Incorporating this value across all aspects of our work is key for Digital T  chne.

Demonstrating its early commitment to nurturing a diverse working environment, Digital T  chne decided to adopt a Gender Equality Plan since its incorporation. Its intention of the company to launch many actions and initiatives to promote gender equality and inclusion.

GEP “or equivalent” requirements

Given its commitment towards gender and diversity objectives, Digital T  chne is well in line with the European Commission’s (“EC”) reinforced commitment toward gender equality in European research organizations.

As set out in the EC’s [Gender Equality Strategy 2020-2025](#), the following declaration underpins the European Union’s gender goals: “In all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women.” In this spirit, as of January 2022 all public bodies, research organisations or higher education institutions established in an EU Member State must have in place a Gender Equality Plan (“GEP”) “or equivalent” to be eligible for participation in Horizon Europe projects. This requirement applies to all Horizon Europe calls with a deadline in 2022, and beyond.

The European Commission defines a GEP as: “a set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change”.

The EC has set out four mandatory requirements (or building blocks) which must be fulfilled ([Ref. Gender equality in research and innovation](#)) to satisfy Horizon Europe / GEP eligibility requirements.

Through its ongoing actions and initiatives, Digital T  chne fully meets the GEP criteria, making Digital T  chne eligible for participation in Horizon Europe project proposals within this time frame.

Below are the four Gender Equality Plan mandatory requirements and a summary of the actions and activities Digital T  chne has in place to satisfy these requirements:

1. **Public document:** *"The GEP should be a formal document signed by the top management and disseminated within the institution. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them."*

Public commitment to gender equality @Digital T  chne

Digital Téchne's GEP-related processes and actions was endorsed by the Organization's senior management in September 2024., together with strategic action toward improving the gender representation at Digital Téchne, that is to set the objective of having a percentage of women across the employed members of Company's personnel to at least 40%.

2. Dedicated resources: *"Resources for the design, implementation, and monitoring of GEPs may include funding for specific positions such as Equality Officers or Gender Equality Teams as well as earmarked working time for academic, management and administrative staff."*

Dedicated Resources @Digital Téchne

Digital Téchne is a startup, so the current size of the company does not support any management position in charge of Diversity and Inclusion. The Managing Director is also temporary acting as Diversity and Inclusion Officer, with the aim of setting all the policies and procedures needed to support the fully accomplishment of the company's target on D&I. Starting from 2026 there will also be a dedicated annual budget to finance its activities in this framework.

3. Arrangements for data collection and monitoring: *"GEPs must be evidence-based and founded on sex or gender-disaggregated baseline data collected across all staff categories. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress."*

Data Collection and Monitoring @Digital Téchne

Digital Téchne gender (and other) disaggregated data will be consolidated on an annual basis in the Annual Personnel Statistics exercise.

This dashboard will be a valuable tool to inform the Company's management in which areas they should make additional efforts, when it comes to recruitment exercises.

4. Training and capacity-building: *"Actions may include developing gender competence and tackling unconscious gender bias among staff, leaders and decision-makers, establishing working groups dedicated to specific topics, and raising awareness through workshops and communication activities."*

Learning Hub @Digital Téchne

Digital T  chne's Learning Hub includes several offers to raise awareness around unconscious bias in relation to gender in recruitment and career progression exercises. All this material is available on the Company's website, and in particular:

- 1/ Understanding unconscious bias.
- 2/ Policy on Respect and Dignity in the workplace.

Further to the above the Company has plan to gradually additional policies, recommendations and documentation to set management styles that implement a robust Gender Equality plan, in the following areas:

1. Work-life balance and organizational culture
2. Gender balance in leadership and decision-making
3. Gender equality in recruitment and career progression
4. Measures against gender-based violence, including sexual harassment