

GENDER EQUALITY PLAN

FERMOTEC S.c.a.r.l.

Applied Research and Technology Transfer Laboratory

Reference Period: 2025-2028

APPROVED DOCUMENT

Board of Directors Meeting - November 6, 2025

President: Prof. Michele Germani

INTRODUCTION AND INSTITUTIONAL COMMITMENT

FERMOTEC S.c.a.r.l., as an applied research and technology transfer laboratory promoted by the Polytechnic University of Marche and the University of Camerino, recognizes gender equality as a fundamental value and essential condition for excellence in research and innovation.

With this Gender Equality Plan (GEP), FERMOTEC formally commits to:

- **Promoting gender equality** in all research, development and technology transfer activities
- **Eliminating all forms of discrimination** based on gender, sexual orientation and gender identity
- **Creating an inclusive work environment** that values the contribution of all team members
- **Integrating the gender dimension** in research projects and innovation activities

1. ORGANIZATIONAL CONTEXT ANALYSIS

1.1 Team Composition

FERMOTEC is a growing organization building its multidisciplinary team of researchers, engineers and specialists. The organizational structure includes:

- **Governance:** President (Prof. Michele Germani), representatives from partner universities and private companies
- **Research Team:** Researchers and technologists in specialization areas (AI, Additive Manufacturing, Extended Reality)
- **Operational Staff:** Support personnel for research and technology transfer activities

1.2 Priority Areas of Intervention

- Gender balance in recruitment and team composition
- Inclusive leadership in decision-making roles
- Organizational culture based on respect and appreciation of diversity
- Integration of gender dimension in research projects

2. HORIZON EUROPE REQUIREMENTS

This GEP fulfills the four mandatory requirements established by the European Commission:

- **Public document:** Signed by top management and published on the institutional website
- **Dedicated resources:** Commitment of human and financial resources for implementation
- **Data collection:** Monitoring of sex/gender disaggregated indicators
- **Training:** Awareness raising and capacity building activities

3. THEMATIC AREAS AND ACTIONS

3.1 Work-Life Balance

Objectives:

- Promote flexible work policies
- Support parenthood and family responsibilities

Specific actions:

- Flexible work and smart working arrangements
- Adaptable schedules for family needs
- Careful meeting scheduling

3.2 Gender Balance in Leadership Positions

Objectives:

- Ensure equal opportunities for access to management roles
- Promote gender representation in decision-making processes

Specific actions:

- Monitoring of team composition and roles
- Transparent and inclusive selection criteria
- Equal mentoring and professional development

3.3 Gender Equality in Recruitment

Objectives:

- Eliminate gender bias in selection processes
- Attract diverse talents

Specific actions:

- Inclusive language in job advertisements
- Balanced selection committees
- Unconscious bias training for recruiters

3.4 Integration of Gender Dimension in Research

Objectives:

- Incorporate gender analysis in research content
- Develop products and services attentive to different needs

Specific actions:

- Gender impact analysis for research projects
- Guidelines for integrating gender dimension in AI, Additive Manufacturing and Extended Reality
- Dissemination of results with attention to gender aspects

3.5 Prevention of Gender-Based Violence and Harassment

Objectives:

- Create a safe and respectful work environment
- Prevent and combat all forms of discrimination

Specific actions:

- Code of conduct with zero tolerance for harassment and discrimination
- Confidential reporting procedure
- Specific training on prevention and response

4. IMPLEMENTATION PLAN

Year 1 (2025-2026)

- Approval and publication of the GEP
- Designation of focal point and resource allocation
- Initial training for all team members
- First monitoring report

Year 2 (2026-2027)

- Implementation of work-life balance measures
- Pilot projects on gender dimension in research
- Interim evaluation and adjustments

Year 3 (2027-2028)

- Consolidation of practices
- Final evaluation of three-year plan
- Development of new GEP 2028-2031

5. GOVERNANCE AND RESPONSIBILITIES

Governance Structure:

- **FERMOTEC President:** Ultimate responsibility for GEP implementation
- **Gender Equality Focal Point:** Operational coordination of activities
- **Monitoring Committee:** Periodic evaluation of progress
- **University Partners:** Scientific and methodological support

6. DEDICATED RESOURCES

FERMOTEC commits to dedicating adequate human and financial resources for the implementation of this plan, including:

- Staff time dedicated to coordination and monitoring activities
- Budget for training and awareness raising
- Resources for specialized consultancy when needed
- Tools for collecting and analyzing disaggregated data

Specific allocations will be defined annually in the operational budget.

7. MONITORING AND EVALUATION

7.1 Quantitative Indicators

- Gender composition of personnel
- Representation in leadership roles
- Participation in training activities
- Projects with integrated gender dimension

7.2 Reporting

- Annual public report
- Communication to partners and stakeholders
- Periodic review and update of the plan

8. CONTACTS

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Board of Directors FERMOTECH S.c.a.r.l.
The President
Prof. Michele Germani

This document is public and available on the FERMOTECH website.