

Gender Equality Plan

Article 1. GEP Declaration and Strategic Commitment

Foreword from the CEO

We at MedInsights are committed to fostering a workplace that promotes diversity, equity, and inclusion. This Gender Equality Plan (GEP) is a cornerstone of that commitment, outlining our strategic approach to ensure that gender is never a barrier to opportunity, growth, or recognition within our organization. We believe that a diverse team, in all its forms, is essential for driving innovation and achieving our mission. This document, officially endorsed by our leadership, serves as our public promise to work toward a more equitable future.

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Signature of CEO

Date : 01.06.2025

Article 2. Mandatory Requirements

This GEP fulfills the four minimum process-related requirements necessary for a Horizon Europe grant application.

2.1 Public GEP

This document is a formal Gender Equality Plan signed by the top management of MedInsights. It is publicly available on our company website at www.medinsights.fr.

2.2 Dedicated Resources

We have committed both human and financial resources to the implementation of this plan.

2.2.1 Human Resources: A dedicated Gender Equality Committee, composed of representatives from various departments, including HR, R&D, and leadership, is responsible for overseeing the GEP's implementation and progress. The HR department and appointed GEP officers would allocate a portion of their time to this initiative.

2.2.2 Financial Resources: We have allocated a specific annual budget to support the GEP's activities, including training, events, and data collection tools.

2.3 Data Collection and Monitoring

Our GEP is built on a foundation of data-driven insights. We commit to a systematic process of data collection and monitoring.

2.3.1 Data Collection: We collect and analyze sex/gender-disaggregated data on personnel, including recruitment, promotions, and leadership roles. This data provides a baseline and allows us to identify areas for improvement.

2.3.2 Monitoring and Reporting: We conduct an annual review of the collected data and produce a report on the GEP's implementation and

outcomes. This report will inform our ongoing strategy and allow us to set new targets.

2.4 Training

We are committed to providing awareness-raising and training to address gender equality and unconscious gender biases.

2.4.1 Target Groups: Training is explicitly provided for all staff, with a special focus on decision-makers and those in leadership positions.

2.4.2 Content: Training will cover topics such as unconscious bias in hiring and promotion, inclusive communication, and the importance of gender-balanced teams.

Article 3. Thematic Areas

Our GEP addresses the following recommended thematic areas with concrete measures and targets.

3.1 Work-Life Balance and Organizational Culture

We promote a flexible and supportive work environment that values work-life balance for all employees. Our measures include:

3.1.1 Flexible Work Arrangements: We offer flexible working hours and remote work options to accommodate personal and family needs.

3.1.2 Parental Support: We provide comprehensive parental leave policies and support for employees returning to work after leave.

3.2 Gender Balance in Leadership and Decision-Making

We are dedicated to increasing gender diversity in leadership roles. Our measures include:

3.2.1 Mentorship Programs: We have a formal mentorship program to support the career progression of all employees.

3.2.2 Succession Planning: We ensure that a diverse pool of candidates, including women, is considered for all leadership roles.

3.3 Gender Equality in Recruitment and Career Progression

We have a robust strategy to eliminate bias from our recruitment and career progression processes. Our measures include:

3.3.1 Bias-Free Hiring: We implement training on unconscious bias for all hiring managers.

3.3.2 Transparent Promotion Criteria: We establish clear and transparent criteria for promotions to ensure fairness and equal opportunity for all genders.

3.4 Integration of the Gender Dimension into Research and/or Teaching Content

We recognize the critical importance of integrating the gender dimension into our research and innovation. Our measures include:

3.4.1 Gender-Aware Research: We ensure that our research and datasets are not biased and accurately reflect gender differences where relevant.

3.4.2 Ethical Review: We include gender-related criteria in the ethical review process for all research and development projects.

3.5 Measures Against Gender-Based Violence, Including Sexual Harassment

We have a zero-tolerance policy for gender-based violence and sexual harassment. Our measures include:

3.5.1 Clear Policies: We have a clear and publicly accessible policy against gender-based violence and harassment, outlining reporting procedures and consequences.

3.5.2 Confidential Reporting: We provide confidential channels for reporting incidents and offer support to victims.

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Signature of CEO