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### Context

Certech believes that it can only achieve its mission as an R&D partner by fully valuing all talents regardless of gender identity or expression, sexual orientation, religion or any other aspect that makes each person unique.

To ensure the respect of these commitments, a Gender Equality Plan (GEP) has been drafted which sets the priorities, actions and resources needed for the period 2022-2026 and is detailed below.


Certech strives to offer a stimulating and welcoming environment for everyone in the organization. Our investments are aimed at providing state-of-the-art equipment, a pleasant working environment for our scientists and supporting employees. Certech strives to offer a safe environment where everybody is treated equally and with respect. Everybody, regardless of gender, gender identity, nationality, ethnical background, religious or political convictions, age and position should be able to flourish and develop. We strive for an equal visibility, empowerment, responsibility and participation of women and men in our organization. In all, Certech wishes to build a culture where people feel they can truly be themselves.

### Baseline audit

Certech was created in 1996 by the University of Louvain (UCLouvain) and is today a not for profit organization employing 34 people. The ratio men/women is 68/32, which is in line with the ratio of graduates from scientific and technical schools and universities. About 35% of all employees are working part-time, 33% of them being men. Part-time is also allowed for men and women in leadership position. Since many years Certech is paying attention for the good balance between work and personal life and parental leave became a common practice.

### HR Policy

- The job offers are a clear description of the job purpose, key responsibilities, desired qualifications, skills and knowledge, relevant experience and other aspects that are needed to be able to fulfill the position successfully.
- The job description and the required profile of the candidates are written in a gender-neutral and inviting language.
- We strive for gender balance in selection panels for leadership and decision making positions.
- Parental leave is a common practice.
- Principle of gender equal pay is stated in the *Working Rule* document
- Flexible home working is integrated in the *Working Rule* document.
- A policy related to sexual and moral harassment is integrated into the *Working Rule* document.

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### Objectives

The objectives are to achieve/maintain an organization-wide gender equality based on the baseline audit carried out in 2022 and to train staff on gender equality, unconscious gender bias and harassment.

	Ratio M/F 2022	Ratio M/F 2027
Overall	68/32	60/40
Executive Leadership	50/50	50/50
Leadership Team	57/43	50/50
Part-Time	33/67	30/70

### Responsibilities and Resources

The responsibilities for achieving these targets relies on the following:

- The Leadership Team will be in charge of putting in place the appropriate actions to meet the objectives. It will be supported by the General Manager in its capacity of HR Manager.
- The General Manager in its role of HR Manager will be in charge of data collection and yearly monitoring.
- Review of data collection and monitoring will be added at the agenda of the Leadership Team Meeting.

### Reporting

The data monitoring will be integrated in the annual report.



Thierry Randoux  
General Manager