

# Gender equality plan

Role	Name	Signature & Date
Top Management	Stephan Schliack	  April 12 <sup>th</sup> 2013

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## 1 Introduction

Midge Medical is a highly diverse institute with employees from over 16 nationalities and 5 continents. The organization recognizes the value of diversity, which fosters creativity, innovation, productivity, and cohesion. As a result, Midge Medical is committed to attracting diverse talent and creating a fair and equitable working environment where everyone feels appreciated for their contributions. The organization's dedication to gender equality is demonstrated through the development of this Gender Equality Plan (GEP), which outlines minimum requirements and recommended areas of focus for promoting an inclusive and discrimination-free workplace.

This document is applicable for both entities midge medical GmbH and midge medical MPS GmbH.

## 2 Objectives

The objectives of this Plan are to:

- to increase the respective share of men and women in areas where they are under-represented.
- be an equal-opportunity employer regardless of gender, race, color, age, religion, and disabilities status.
- Improve the work and life balance.
- Raising awareness of gender equality and unconscious bias.

## 3 References

- European Commission "Horizon Europe guidance on gender equality plans" (2021)

## 4 Terms

- GEP: Gender equality Plan
- "midge" or "midge medical" terms represent both legal entities "midge medical GmbH" and "midge medical MPS GmbH".

## 5 Content

### 5.1 Indicators of gender representation

Currently, around 50 % of our staff are women. However, we are working to improve the gender equality among leadership position.

### 5.2 Dedicated Resources

We recognize the importance of commitment of resources and expertise in gender equality to implement the plan. We will dedicate resources in the form of staff and time allocation to ensure the successful implementation of the gender equality plan.

### 5.3 Information Collection and Monitoring

We will collect sex and/or gender disaggregated information on personnel, HR team should organize an annual meeting with top management to analyze this information, track progress and identify areas for improvement. This will ensure that we have an accurate understanding of the gender balance in our organization and can make data-driven decisions to promote gender equality.

### 5.4 Work-life balance

In order to promote work-life and ensure equal opportunities for men and women, midge is promoting flexible and remote working hours.

### 5.5 Gender Balance in Leadership and Decision-making

midge should promote gender balance in leadership and decision-making by implementing strategies to increase the representation of women in leadership positions. We will ensure that recruitment processes are fair and unbiased and that women are encouraged to apply for leadership positions.

### 5.6 Gender Equality in Recruitment and Career Progression

Midge should promote gender equality in recruitment and career progression by implementing measures to eliminate gender bias in recruitment processes. Midge will provide equal opportunities for all employees to progress in their careers regardless of gender.

### 5.7 Measures against Gender-based Violence

Midge will implement measures to prevent and address gender-based violence. We will provide a safe and supportive work environment for all employees and ensure that any incidents of gender-based violence are addressed effectively.

### 5.8 Training and raising awareness

In-house training on gender equality and discrimination at work for all employees will be mandatory. This will ensure that all employees are equipped with the necessary knowledge and skills to implement the gender equality plan effectively. This training will be mandatory for all new employees as part of HR induction.

This plan is to be shared electronically to all employees, and to be stored on SharePoint folder with access to all employees.

## 5.9 Publication

This GEP will be published on midge medical's website <https://www.midgemedical.com/> and will be signed by the top management to demonstrate their commitment to gender equality.

## 6 Conclusion

The Gender Equality Plan (GEP) is a crucial milestone in our efforts to promote gender equality and foster an inclusive workplace that is free from discrimination. At Midge Medical, we are fully committed to implementing this plan and continuously reviewing and updating it as needed. Our goal is to establish a secure, supportive, and welcoming work environment that celebrates diversity and prioritizes gender equality. By creating such a culture, we hope to attract diverse talent and empower all employees to achieve their full potential.