

Gender Equality Plan 2026

alchemia-nova research & innovation gemeinnützige GmbH

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1. General aspects

alchemia-nova aims to promote a positive and inclusive work environment, ensuring gender balance and equality in a team of satisfied employees. The company has paid special attention to enable a sustainable work-life balance, to promote the compatibility of work and family-life and to encourage the creative potential of the employees. The company also aims to create a safe and appreciative environment that counteracts any form of potential discrimination or harassment. Additional aims are to overcome latent prejudices and to support the individual and diverse potential of every single employee. alchemia-nova is committed to gender equality as a core value and as a condition for excellent research and innovation.

Objectives

- Maintain the successes identified in the 2026 baseline assessment, in particular the high flexibility of working time and location;
- Close remaining gaps in leadership, recruitment, career progression and pay;
- Strengthen the integration of the gender dimension into research and innovation content;
- Prevent and respond effectively to gender-based violence, including sexual harassment;
- Build knowledge and capacity on gender equality throughout the organisation.

The GEP applies to all entities of alchemia-nova and to all employees, regardless of contract type or working hours, including interns, students and freelancers working for alchemia-nova on a regular basis. Measures against harassment and gender-based violence also apply to work-related contexts outside the office, such as project meetings, consortium events, conferences, fieldwork, business travel, company events and online communication.

To realize these goals, the Managing Director has designated a delegate to oversee the implementation of the Gender Equality Plan and to propose and monitor measures towards them.

The GEP contains measures and key indicators that have been defined in order to monitor the achievement of the company-wide gender equality goals. The indicators will be evaluated annually to track and adapt the defined measures. The measures set out below were developed based on the quantitative and qualitative results of an anonymous survey conducted across the staff of the alchemia-nova group in Spring 2025 in addition to an analysis of anonymized employee data, which served to identify the baseline of gender equality conditions, perceptions, needs, successes, and employees' recommendations for further improvement.

2. Definition of measures to promote Gender Equality

Based on the biases, needs and practices identified in the evaluation of baseline data, targeted measures to maintain successes and further promote and improve gender equality have been defined. alchemia-nova will maintain and implement the following gender equality measures:

1. Work-life balance and organizational culture

- Maintain the existing high flexibility of work times and work location.
- Continue to organize informal internal networking opportunities such as company events in which employees also feel comfortable to bring their children and continue to schedule them regularly and at suitable times.
- Regular Jour Fixe: In the monthly company-wide Jour Fixe, all employees have the opportunity to communicate specific needs to the management. The management also gets the opportunity to share recent strategic developments with the staff and to involve employees in defining the ongoing strategic directions.

2. Gender balance in leadership and decision-making

- Continue to raise awareness among top-level management personnel for potential gender biases based on survey data and feedback by employees to the equality delegate.

3. Gender equality in recruitment and career progression:

- Provision, analysis and monitoring of gender-disaggregated employee data and consideration in developments related to gender equality in HR decisions.
- Further promote standardized and transparent rules / criteria / categories based on which salaries are set and enforce and review them regularly in order to compensate disadvantages related to salary negotiation practices.

4. Integration of the gender dimension into research and teaching content:

- In internal project presentations, reflect opportunities and needs for integration of the gender dimension into research content.

- In new project proposals, promote the inclusion of a gender expert in the project consortium, who can ensure suitable integration of gender dimensions from an expert point of view.

5. Measures against gender-based violence, including sexual harassment:

- Awareness raising, in particular for specific issues mentioned in the open survey questions (e.g., in the subsequent Jour Fixe following the evaluation of the annual gender equality survey), related to gender-based violence, including sexual harassment.
- Potential issues can be reported confidentially to the equality delegate.

3. Targets, indicators, and monitoring

Table 1: KPIs to measure progress on gender equality at alchemia-nova

Key areas	Indicator	Parameter
1. Work-life balance and organisational culture	• Employee satisfaction regarding work-life balance	• Share of employees “not satisfied” - “very satisfied” • Number of employees “not satisfied” • Satisfaction with work-life balance $\geq$ [80] %
2. Gender balance in leadership and decision-making	• Employee satisfaction regarding gender balance in leadership and decision-making • Gender distribution along seniority levels of company roles • Representation of men and women on key decision-making committees	• Share of employees “not satisfied” - “very satisfied”; number of employees “not satisfied” • Share of women/men in key decision-making committees

3. Gender equality in recruitment and career progression	• Gender equality in employment • Perception of employees of their gender influencing recruitment • Perception of employees of their gender potentially influencing their career progression in the company • Perception of employees of equal pay for work of equal value	• Ratio of female and male employees (FTE, working hours) • Share of employees “job applicants have equal chances irrespective of their gender” • Share of female and male employees feeling that their gender has / has not sometimes influenced their career progression • Share of female and male employees feeling that they are “missing out or not equally paid / valued” due to their gender
4. Integration of the gender dimension into research and teaching content	• Practice among employees • Training on the gender dimension in research and innovation for researchers and proposal writers	• Share and number of employees who always or sometimes integrate gender dimensions in research content and other work • $\geq [80]$ % of research staff trained
5. Measures against gender-based violence, including sexual harassment	• Employee complaints of gender-based violence or sexual harassment	• Number of employees having experienced sexual harassment, or other forms of gender-based violence at the company

The dedicated equality delegate monitors the gender equality indicators (see table above) by an anonymous survey and analysis of key anonymized employee data in order to assess the progress on the defined KPIs and to collect qualitative responses to be addressed. The equality delegate will share the results with all employees in the Jour Fixe after the survey, data evaluation and adaptation of the GEP.

Annex A.

Complaint Form

All information will be treated confidentially and anonymously. An email address or telephone number is required to be able to get in contact in case further information is needed

*Compulsory

Email or telephone number*

Name

Surname

Organisation

Where & when did the violation happen? (meeting, event, etc.)*

Type of violation*

- Violence
- Discrimination
- Humiliation
- Intimidation
- Degradation
- Harassment
- Bullying
- Other

Please describe the situation in detail* (specify if you were directly affected or if you were an observant)

General details*

I, the undersigned, declare the information I have provided for this application is true and complete to the best of my knowledge and belief.