

## Gender equality policy

### INTRODUCTION

As part of its gender equality policy, Meurice R&D is implementing a Gender Equality Plan. This plan is based on Meurice R&D's values, which consider that every employee must be treated with respect regardless of their sex, gender identity, nationality, ethnic origin, religious or political beliefs, age, or position, and must be able to thrive in our work environment. In this context, Meurice R&D is committed to promoting gender equality and diversity.

### GENDER EQUALITY IN RECRUITMENT AND HUMAN RESOURCES POLICY

Published job offers clearly describe the objective of the position as well as the required training and experience and are open to all qualified individuals. During the selection process, Meurice R&D undertakes not to discriminate against candidates and will select the best person for each position based on their skills, without discrimination of any kind.

Meurice R&D ensures equal pay for equal work without discrimination on the basis of gender as set out in Appendix 2 of the work regulations.

Measures taken against gender-based violence or sexual harassment are also detailed in the work regulations.

Provisions relating to part-time work, adjustments to schedules for family constraints or parental leave are possible for all employees, allowing for a harmonious work-life balance.

### NON-GENDER DISCRIMINATION WITHIN GOVERNING BODIES

Applications for director positions are open to any member of the non-profit organization, regardless of gender. The election of directors is submitted to the General Meeting.

The Board of Directors will ensure that the gender dimension is respected when measures concerning employees must be taken.

### DATA COLLECTION

Meurice R&D was founded in 1994 and had a male/female employee ratio of 45/55 for the period 2017-2022. More specifically, in 2022, this male/female ratio was 49/51.

	2017-2022
Male/female employee ratio	45/55
Male/female ratio of administrators	77/23
Ratio of male to female promoters	50/50
Ratio of male to female winners of research projects	56/44

## INTEGRATION OF THE GENDER DIMENSION IN RESEARCH

Through its research activities, Meurice R&D strives to integrate the gender dimension into its projects. Indeed, the projects will always be aimed at applications accessible to all people without gender discrimination.

## RESOURCES

The Managing Director will monitor and facilitate the promotion of equality and the elimination of discrimination based on sex through education, conciliation and, if necessary, assisting a complainant to bring formal charges as outlined in the Work Regulations.

## FORMATION

The managing director will attend external training sessions (online or in person) to raise awareness among promoters of issues related to the risk of gender discrimination.

Done at Brussels, 27 January 2023.



Catherine Saint-Hubert Managing  
Director