



Gender Equality Plan for Innotrope

As part of our commitment to fostering gender equality, Innotrope proudly presents its Gender Equality Plan. This formal document, published on our institution's website, signifies our dedication to promoting inclusivity and equity across all levels of our organization. Signed by our top management, this plan underscores our proactive approach to addressing gender disparities and creating a more diverse and inclusive workplace.

Dedicated Resources:

Innotrope is dedicated to allocating the necessary human resources and gender expertise to effectively implement our Gender Equality Plan. We understand that achieving gender equality requires dedicated efforts and expertise. Therefore, we commit to investing in the necessary resources to support the successful execution of this plan.

Data Collection and Monitoring:

To ensure accountability and measure progress, Innotrope will collect and monitor sex/gender disaggregated data on our personnel. This data, along with annual reporting based on established indicators, will provide valuable insights into our organization's gender dynamics and guide our efforts towards continuous improvement.

Training:

Awareness raising and training on gender equality and unconscious gender biases will be integral components of Innotrope's culture. We recognize the importance of educating our staff and decision-makers to foster a more inclusive environment. Through tailored training programs, we will empower our team to challenge stereotypes, biases, and discriminatory practices.

Content-wise Recommendations:

Our Gender Equality Plan encompasses a comprehensive range of areas and concrete measures to promote gender equality within Innotrope. These include:

- **Work-life Balance and Organizational Culture:** Implementing policies and practices that support work-life balance and foster an inclusive organizational culture where all employees feel valued and supported.
- **Gender Balance in Leadership and Decision-making:** Setting targets and implementing strategies to increase gender diversity in leadership roles and decision-making processes.
- **Gender Equality in Recruitment and Career Progression:** Ensuring fairness and transparency in recruitment processes, and implementing measures to eliminate gender-based barriers to career progression.

- Integration of Gender Dimension into Research and Teaching Content: Incorporating gender perspectives into our research projects and educational programs to promote gender-sensitive approaches and address societal challenges.
- Measures Against Gender-based Violence Including Sexual Harassment: Establishing robust policies and procedures to prevent and address gender-based violence and sexual harassment in the workplace.

At Innotrope, we are committed to creating a workplace where everyone has equal opportunities to thrive, regardless of gender. Our Gender Equality Plan reflects our dedication to building a more equitable and inclusive organization, and we invite all stakeholders to join us on this journey towards gender equality.

Julien Sudre, Innotrope CEO

A handwritten signature in blue ink, appearing to be 'Julien Sudre', written in a cursive style.