

GENDER EQUITY POLICY (GEP)

Materia Nova is committed to the promotion of gender equality and diversity.

Materia Nova recognizes that women, men, "no gender", or "genderfluid" may experience forms of gender discrimination

An enabling environment is needed which overcomes the social constraints that impede the mobility of each human.

The main objectives of the Policy on Gender Equality are :

- The protection of persons unfairly discriminated against on the basis of gender.
- The removal of gender inequalities that currently exist, denying individuals fair access to resources and employment opportunities.
- The promotion of gender equality and diversity.
- The creation of an enabling environment that specifically addresses the special needs of women, without gender, non binary, or genderfluids.

PROTECTION OF PERSONS FROM UNFAIR DISCRIMINATION AND THE REGISTRATION OF COMPLAINTS

- Every employee is entitled to enjoy the fundamental right to gender equality and human dignity.
- Materia Nova respects the dignity and rights of all individuals and will not tolerate any form of unfair discrimination.
- Unfair gender discrimination may be considered as a serious offence, a gross violation of fundamental rights and detrimental to the policy of Materia Nova.
- All staff who are alleged to have committed any form of unfair gender discrimination will be subject to disciplinary procedures.
- If an employee perceives that she / he has been unfairly discriminated against in terms of this Policy, she / he should follow the grievance procedure as stipulated in the work rules ("le Règlement de Travail").
- A Sexual Harassment Policy is available and is strongly supported as it outlines specific forms of unfair discrimination.

RECRUITMENT AND SELECTION

- Materia Nova's pay structure will ensure equal pay for equal work.
- Affirmative action measures may be applied in employment to promote equitable representation of women in all occupational categories and levels.

WORKING CONDITIONS

- An affirming and safe work environment for all employees will be provided. Discriminatory humour is particularly offensive, regardless of how innocently intended it may be. At least some, if not all, of the "audience" will be offended. Jokes made at the expense of specific groups of people depend on, and in turn propagate, demeaning stereotypes.
- Adequate ablution facilities will be provided for everybody.
- In order to create an enabling environment that supports the advancement of women, the special reproductive needs of women relating to pregnancy, childbirth and childcare will be taken into consideration.

- Infrastructure developed will aspire to provide reasonable support for women and men who have family responsibilities.

DEDICATED RESSOURCES

The HR director will monitor and facilitate the promotion of equality and elimination of gender discrimination through education, conciliation and, where necessary, giving assistance to a grievant in pressing formal charges as laid out in the general rules.

TRAINING

The HR director will undertake an external training session (webinar) in the next months, in order to promote the awareness of staff about the issues associated with the risk of gendered discrimination and to provide adequate training to team leaders.

DATA COLLECTION & MONITORING

At the closing date of the financial statements (on 30th of June at the latest), a reporting will be done to check our measures and targets:

	2025	2030
Work-life balance and organisational culture → rate part-time women/men	80-20	50-50
Gender balance in leadership and decision making → rate women in decision-making posts	20%	50%
Gender equality in recruitment and career progression → rate women in decision-making posts	20%	50%
Integration of the gender dimension into research content → rate women in research posts	40%	50%
Measures against gender-based violence including sexual harassment → # annual sensibilisations in link with the gender-based violence	1	1

Mons, on 15th September

Luc Langer
Managing Director