

GENDER EQUITY POLICY

(GEP)



Heterosexuality remains the norm, the binary thought in woman-male is well anchored and maintained in the mentalities. Materia Nova wishes to actively engage in the fight against all forms of discrimination and encourage the diversity.

An enabling environment is needed to overcome social constraints that could prevent the professional development of collaborators ; that's why Mano has a policy for the emancipation and equality of all people that covers all sexual orientations, gender identities, sexual characteristics and all LGBTQI+ people. The main objectives of this Policy 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 and all LGBTQI+ people.

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 (also in the work rules: "le Règlement de Travail") 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

- A positive and safe work environment will be provided for all employees. Discriminatory jokes are 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.
- 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 RESOURCES

A GEP Team is established across the organization in order to 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 GEP Team will undertake an external training session, in order to promote the awareness of staff about the issues associated with the risk of gendered discrimination and to provide adequate guidance to employees.

DATA COLLECTION & MONITORING

At the closing date of the financial statements (on 30th of June at the latest), a reporting will be done as regards data collection and monitoring and provide insights and recommendations.

Objective	Indicator	Target 2025	Target 2030
Work-life balance and organizational 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, September 15th, 2021

Luc Langer
Managing Director