CRM GROUP

Gender Equality Plan

June 1st 2022

For a better future

Why a Gender Equality Plan

At CRM Group, we believe that diversity and equal opportunities are a source of enrichment, innovation and creativity that enhance the quality of our research and development activity.

We believe that inclusion is an opportunity to make every employee a carrier of our company values.

The CRM Group's Gender Equality Plan (GEP), which aims to promote gender equality and a culture of inclusion in its research and development activities, is part of :

- Diversity & Inclusion Policy
- Horizon Europe framework programme (2021-2027)

Gender Equality Plan Requirements

In order to comply with the Horizon Europe Framework Programme, the GEP must fulfill 4 eligibility criteria:

Public document

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution

The GEP is a **public and official document** approved by the Executive Board and published on the organisation's website.

Dedicated resources

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality

Specific resources and expertise must be **dedicated** to the gender issue.

Gender Equality Plan Requirements

Data collection and monitoring

- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes

Data on sex/gender should be collected in the organisation, with the **publication** of an **annual report** based on the indicators.

Training and capacity building

- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics

Training/awareness raising on gender equality should be organised for staff and management.

Dedicated resources Working group

1. HR Resources

- Etienne CAMBIER, HR Officer
- Joëlle GREGOIRE, HR Manager
- Raphaël PAULUS, Chief Human Resources Officer

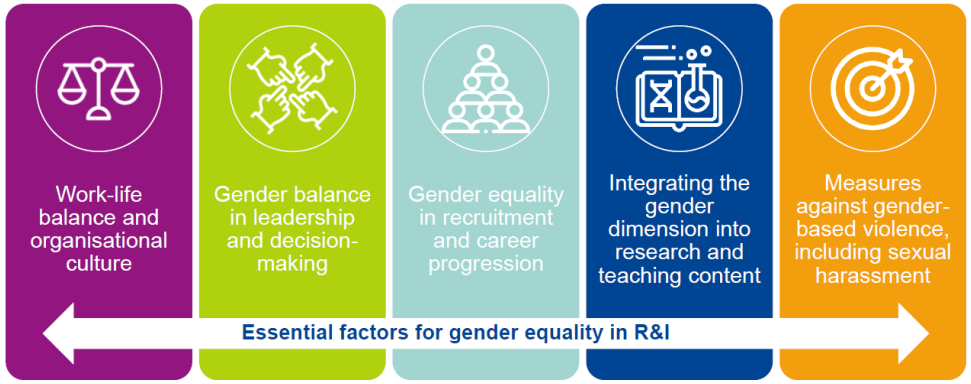
2. Research Resources

- Pierre DAVIN, Technician
- Adeline LAFORT, Team Leader
- Griet LANNOO, Chief Technical Officer
- Ahmed RASSILI, Senior Project Leader - Business Development

3. Other Resources

- Norma BARBARESCO, Communication Manager

5 thematic areas of the GEP



1. **Work/life balance** and organisational culture
2. Gender balance in **leadership** and decision-making
3. Gender equality in **recruitment** and **career progression**
4. Integrating the gender dimension into **research**
5. Measures against **gender-based violence**

GEP Requirements : Data / Targets

Thematic area	KPI's	Targets
Career progression	Salary gap by function group	Status quo % F/X
	% turnover F/M/X on total population	Monitoring
	Participation rate F/M/X in trainings	Status quo %F/X
Diversity	% F/M/X on total population	Status quo % F/X
	% F/M/X by age group	Monitoring
	% F/M/X on international population	Monitoring
Leadership	% F/M/X in management positions	At least 30% F/X of new positions
	% F/M/X of function evolution	Status quo % F/X
Recruitment	% F/M/X in new positions (by function)	Monitoring
	% F/M/X by type of diploma	Monitoring
Work/life balance	Number of thematic leaves	Status quo % F/X
	Teleworking by function	Monitoring
	Satisfaction with balance private /professionnal	Increase of 5% over 5 years
Research	Number of projects per Project Leader % F/M/X (per Unit)	Monitoring
	Total budget per Project Leaders % F/M/X (per Unit)	Monitoring

Action Plan

1. Publication "Self-declaration Gender Equality Plan" Intranet/Internet, September 2021

2. 2022 : focus on monitoring/reporting + awareness raising/training
   - Referencing of target measures (KPI's) with dashboard (Q2)
   - Communication / training (Q2+Q3)
   - Survey to collect the perception of CRM Group staff on gender equality will also be conducted (Q2)

3. 2023 - 2024 : Monitoring targets & dashboard + re-evaluation Action Plan (yearly)