Gender Equality Plan

2024-2026

Introduction

Gender Equality Plan – GEP

- Identify any imbalances
- prevent forms of discrimination
- promote equal opportunities in all areas of life
- integrate gender dimensions into research and technological innovation

Integration of thematic areas with the Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs – Sustainable Development Goals), adopted in 2015 by the United Nations Member States within the framework of the 2030 Agenda, represent a shared reference framework to promote sustainable development globally by 2030. They are articulated in 17 goals and 169 specific targets, which involve all components of society such as institutions, businesses, the scientific community and citizens, so that they contribute to a balanced growth path from an economic, social and environmental point of view.

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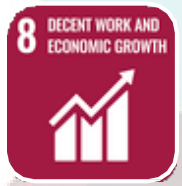
Integration of thematic areas with the Sustainable Development Goals (SDGs)



THEMATIC AREA 1 – Gender balance in leadership and decision-making positions.
SDG 5 – Gender equality – Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.

THEMATIC AREA 2 – Gender equity in recruitment and career progression.
SDG 10 – Reduce inequalities – Target 10.4: Adopt policies, especially fiscal, wage, and social protection policies, to progressively achieve greater equality.

THEMATIC AREA 3 – Work–life balance and organizational culture.
SDG 8 – Decent work and economic growth – Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

THEMATIC AREA 4 – Integration of the gender dimension in research.
SDG 10 – Reduce inequalities – Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.

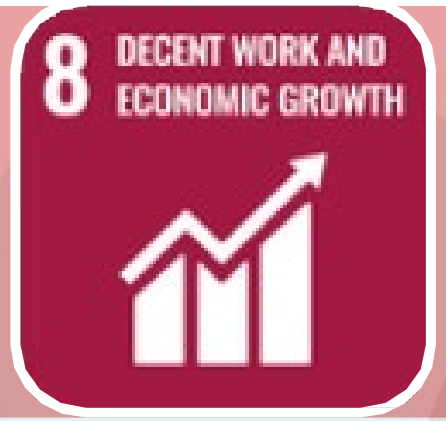
THEMATIC AREA 5 – Integration of the gender dimension in teaching programs and training.
SDG 4 – Quality education – Target 4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations.

THEMATIC AREA 6 – Integration of the gender dimension in third mission activities.
SDG 17 – Partnerships for the Goals – Target 17.17: Encourage and promote effective public, public-private, and civil society partnerships, building on the experience and resource strategies of partnerships;

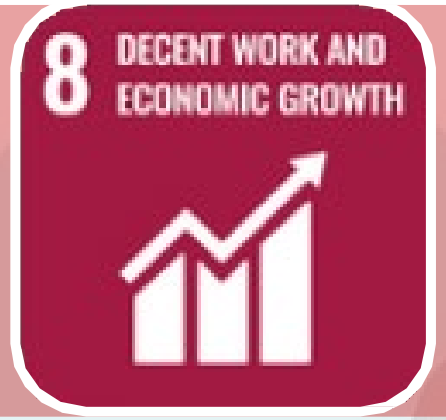
THEMATIC AREA 7 – Combating gender-based violence, including sexual harassment.
SDG 5 – Gender equality – Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking for prostitution, sexual exploitation, and other types of exploitation.

Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 1 Gender balance in leadership and decision-making positions.	Promote equal opportunities in governance roles and corporate decision-making processes.	Annual monitoring of the composition of the Board of Directors and top management positions disaggregated by gender; Definition of guidelines to ensure transparency in decision-making processes.	Members, Board of Directors, project managers.	CEO, Board of Directors, GEP Manager.	No additional cost (activities integrated into governance).	% of women in the Board of Directors and management; three-year GEP report.

Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 2 Gender equity in recruitment and career progression	Ensure equal access and career progression without gender bias.	Adoption of transparent selection procedures; collection of gender-disaggregated data on recruitment and promotions; definition of internal professional development paths.	Employees, collaborators, new hires.	CEO, CTO, PMO, GEP Manager.	Minimal internal resources; possible support from project funds.	% of women hired and promoted; transparency of internal calls.



Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 3 Work–life balance and organizational culture	Promote employee well-being and work–life balance, also through flexible arrangements.	Introduction of flexible working arrangements (smart working, adaptable hours); implementation of periodic feedback and listening sessions;	All employees and collaborators.	CEO, CFO, PMO, HR/GEP Manager.	Internal company resources; possible support from regional/national funds.	% of employees using flexible arrangements; annual well-being survey.



Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 3 Work–life balance and organizational culture	Promote equal opportunities as a culture and foundation of the actions and practices of individuals belonging to the university community.	Inclusion, within training and professional development activities for employees, of workshops, open days, seminars, and courses on equality and equal opportunities.	All employees and collaborators.	CEO, CFO, PMO, HR/GEP Manager.	Internal company resources; possible support from regional/national funds.	% of employees using flexible arrangements; annual well-being survey.

Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 4 Integration of the gender dimension in research	Integrate the gender perspective into scientific design and technological development .	Inclusion of the gender dimension in research projects (e.g., PHOENIX Horizon Europe); promotion of inclusive multidisciplinary teams.	Research and development teams, project partners.	CEO, CTO, GEP Manager.	Funded by European programs (e.g., Horizon Europe, EIC Pathfinder) and company resources.	% of projects including a gender dimension; inclusive publications/reports.

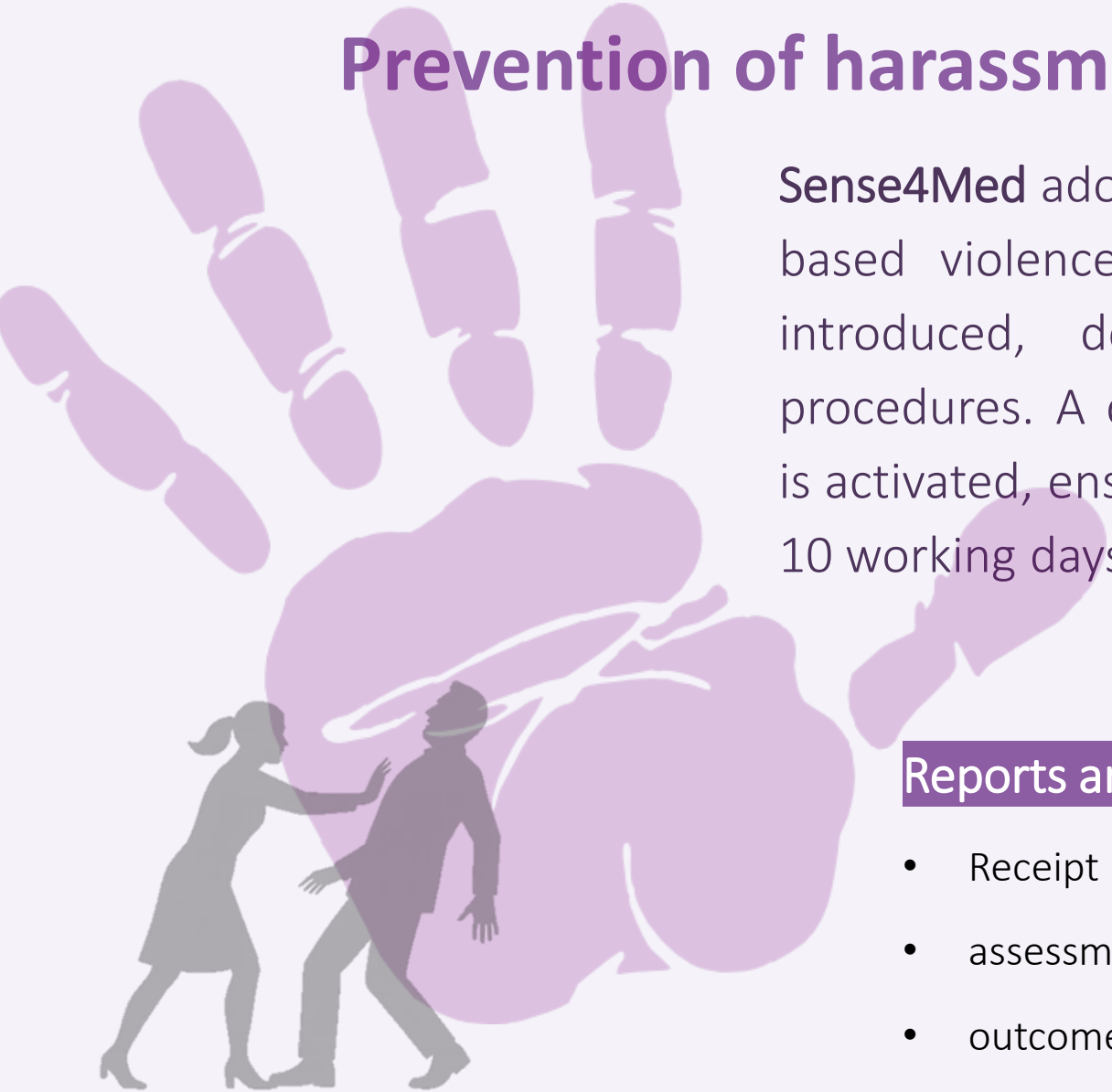
Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 5 Integration of the gender dimension into teaching programs and training	Promote a culture of equality through education and awareness-raising activities.	Organization of annual workshops on gender equality and D&I; training sessions for members, employees, and collaborators; dissemination of best practices;	Members, employees, collaborators, external partners	CEO, PMO, GEP Manager.	Internal resources dedicated to training; support from regional/European funding programs.	Number of workshops held; % of staff participation.

Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 6 Integration of the gender dimension into third mission activities	Enhance partnerships with public and private entities to promote inclusion and equal opportunities	Collaboration with the University of Rome Tor Vergata and the Bambino Gesù Children's Hospital; valorization of grants and investments obtained (Pre-Seed 2023, investment 2024)	Institutional and industrial partners, investors	CEO, CFO, CDA.	Funds from awarded grants (Pre-Seed 2023) and 2024 investment (Lazio Innova + Scientifica VC).	Number of active partnerships; amount of funds attracted (Pre-Seed, investments).

Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 7 Combating gender-based violence, including sexual harassment	Prevent and counter discrimination, harassment, and gender-based violence within the company	Adoption of a company Code of Ethics; establishment of a confidential reporting channel; definition of an internal procedure for cases of violence or discrimination	All members of the organization.	CEO,GEP Manager, CDA.	Internal resources; possible external support for legal/psychological consultancy	Number of reports handled; adoption of the Code of Ethics; company climate survey.

Thematic Area	Objective	Actions	Target Group	Responsible Parties	Financial Resources	Monitoring Indicator
AT 8 Monitoring and Governance of the GEP	Ensure the implementation, continuous monitoring, and transparency of the Gender Equality Plan	1) Appointment of the GEP Manager (PMO/HR) 2) Annual collection of gender-disaggregated data (employment, career, governance) 3) Biennial/triennial monitoring report 4) Publication of the GEP and its updates on the company website.	All members, employees, external stakeholders.	CEO, Manager GEP, Board of Directors.	No additional cost; activities integrated into company management.	1) Number of monitoring reports published 2) % of objectives achieved vs. planned 3) Accessibility of the GEP on the Sense4Med website.

Prevention of harassment and reporting channel



Sense4Med adopts specific measures to prevent and combat gender-based violence and harassment. A company Code of Ethics is introduced, defining unacceptable behaviors and protection procedures. A confidential reporting channel (hr@sense4med.com) is activated, ensuring confidentiality, anonymity, and follow-up within 10 working days.

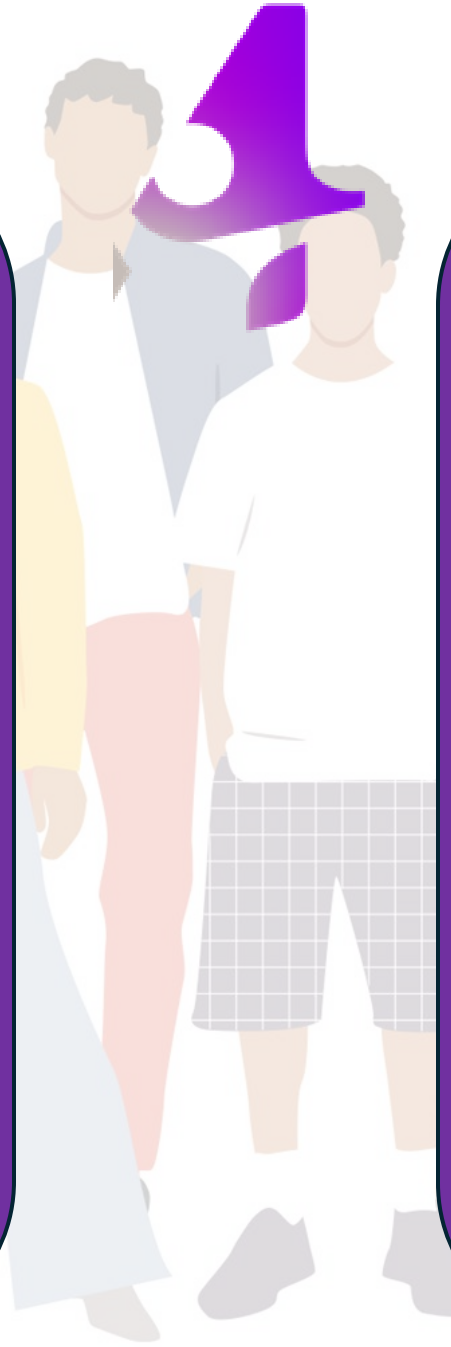
Reports are managed according to a three-phase procedure:

- Receipt
- assessment by the GEP Group;
- outcome and follow-up measures.

External contacts (legal/psychological consultants) are available upon request for specialized support.

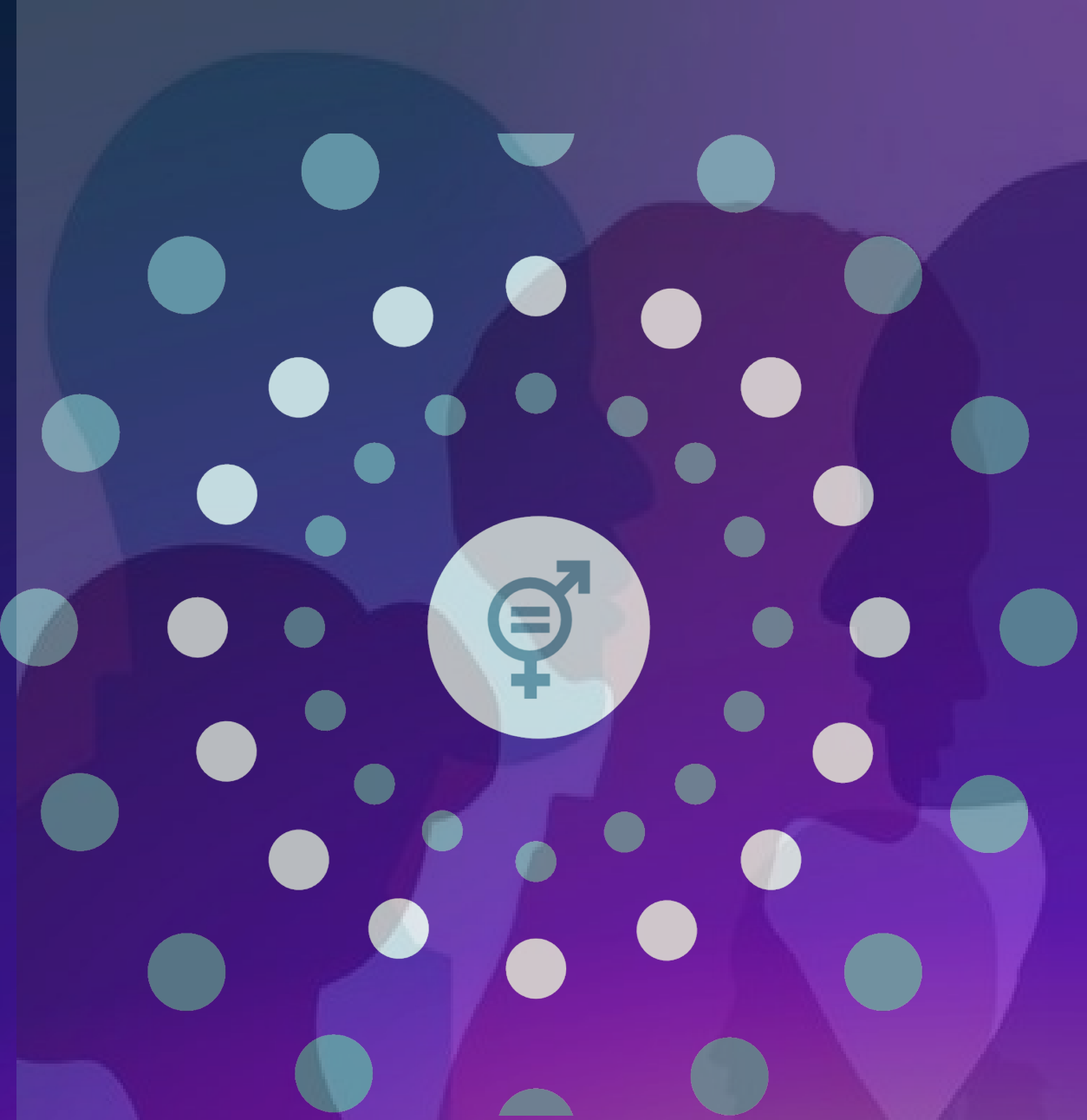
GEP Governance

Sense4Med establishes a clear governance structure for the Gender Equality Plan (GEP), with the appointment of a GEP Manager (PMO/HR) and the creation of a dedicated Working Group.
This group includes the CEO (Prof. Fabiana Arduini), the CTO (Luca Fiore), the CFO (Francesco Nusca), the PMO (Veronica Caratelli), and the co-founder (Noemi Colozza).
The GEP is approved by the Board of Directors and published on the company's institutional website.
The GEP Working Group is responsible for coordinating actions, monitoring results, and proposing updates when necessary.



Data collection and baseline

To monitor the implementation of the GEP, Sense4Med annually collects quantitative and qualitative data disaggregated by gender. The data include: staff composition (members and employees), recruitment and applications, career progressions, salary levels, participation in training, use of work–life balance policies, and any reports of discrimination or harassment. This initial snapshot serves as the baseline for the 2025–2027 period and will be updated annually to measure progress.



COMPOSITION OF THE WORKING GROUP

Sense4Med – Team

- Prof.ssa Fabiana Arduini[1] – Full Professor, CEO & Co-Founder
- Dott. Luca Fiore – Researcher, Head of R&D, Co-Founder
- Dott. Francesco Nusca – CFO/COO, Co-Founder
- Dott.ssa Veronica Caratelli – Head of Marketing, Co-Founder
- Dott.ssa Noemi Colozza – Contributor, Co-Founder

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[1] GENDER EQUALITY PLAN Manager