

# Gender Equality Plan

2026 – 2029

Approved and signed by  
Sarah Lamaison, Co-founder & CEO (Président)

Signé par :  
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*This document is publicly available on the Dioxycle website, [dioxycle.com](https://dioxycle.com).*

## I. Foreword

Dioxycle is committed to creating an inclusive environment where all individuals, regardless of gender, can thrive and contribute to their fullest potential. Gender equality is not only a fundamental right but a cornerstone of our organisational excellence.

This Gender Equality Plan sets out our strategic commitments, concrete measures, and targets for the period 2026–2029. It has been developed in consultation with staff, management, and relevant stakeholders, and reflects our dedication to embedding gender equality across all dimensions of our work.

We pledge to allocate the necessary resources, monitor progress transparently, and hold ourselves accountable for meaningful change.

## II. Introduction and Scope

### II.1. Purpose

This Gender Equality Plan (GEP) establishes a structured framework for promoting gender equality within Dioxycle. It addresses both process-related requirements and content-related objectives in line with recognised European and international standards.

### II.2. Scope

This plan applies to all staff, management, students (where applicable), and external collaborators. It covers all organisational functions including human resources, governance, and institutional culture.

### II.3. Legal and Policy Framework

This GEP is aligned with applicable national legislation on equal treatment and non-discrimination, as well as international frameworks including the European Commission’s requirements for research funding organisations.

## III. Process-Related Requirements

The following building blocks form the minimum procedural foundation for this GEP:

### III.1. Public Document

This GEP is a formal document published on the Dioxycle website. It has been endorsed and signed by senior management, demonstrating institutional commitment at the highest level.

- Published at: dioxycle.com
- Endorsed by: Sarah Lamaison, David Wakerley
- Effective date: January 2026

### III.2. Dedicated Resources

Dioxycle commits dedicated human and financial resources to the implementation of this plan:

Action	Responsible	Timeline	Indicator
Appoint a Gender Equality Officer	HR	Q1 2026	Officer appointed
Allocate annual budget for GEP activities	Finance	Annual	Budget line item confirmed
Engage external gender expertise for training and audit	Gender Equality Officer	As needed	Number of expert consultations per year

### III.3. Data Collection and Monitoring

Dioxycle will collect, analyse, and report sex/gender disaggregated data on an annual basis. This data will inform evidence-based decision-making and allow progress tracking against defined indicators.

Action	Responsible	Timeline	Indicator
Establish baseline data on staff composition by gender, grade, and function	HR team	Quarterly	Dashboard in place
Conduct staff survey on equality	HR team	Annual	Survey completion rate

### III.4. Training and Awareness Raising

Awareness-raising and capacity-building are essential to achieving cultural change. The following training measures will be implemented:

Action	Responsible	Timeline	Indicator
Mandatory unconscious bias training for recruitment panels	HR	Already implemented	Percentage of panels trained
Health and Safety training including gender awareness	HR	Annual	Attendance rate
Leadership training on inclusive management	HR	Already implemented	Number of leaders trained

### III.5. Thematic Areas and Measures

The following sections outline concrete measures, targets, and indicators across the five recommended content areas.

#### III.5.i. Organisational Culture

**Objective**

To foster a supportive organisational culture, irrespective of gender.

**Measures**

Action	Responsible	Timeline	Indicator
Introduce or improve childcare support measures (e.g., subsidies, on-site facilities, emergency care)	HR	2027	Measures implemented
Promote cultural change through internal communications on shared caregiving	HR / Communications	Ongoing	Number of campaigns per year

**Targets**

- Achieve 80% staff satisfaction with childcare support measures by 2028

### III.5.ii. Gender Balance in Leadership and Decision-Making

**Objective**

To foster a supportive organisational culture, irrespective of gender.

**Measures**

Action	Responsible	Timeline	Indicator
Conduct annual audit of gender composition across all governance and decision-making bodies	HR	Annual	Gender ratio at each level
Implement mentoring and coaching programs for underrepresented genders in leadership pipelines	HR	Already implemented	Number of participants; progression rates
Ensure shortlists for senior positions include candidates of different genders	HR	Already implemented	Percentage of balanced shortlists

**Targets**

- Increase the share of women in senior management positions by 10% by 2029

### III.5.iii. Gender Equality in Recruitment and Career Progression

**Objective**

To ensure equitable access to employment, promotion, and career development opportunities regardless of gender.

**Measures**

Action	Responsible	Timeline	Indicator
Review job advertisements and descriptions for gender-biased language	HR	Ongoing	Percentage of listings reviewed
Ensure all recruitment panels receive unconscious bias training	HR	Already implemented	Compliance rate
Establish transparent criteria for career advancement	HR	Already implemented	Criteria published and communicated
Offer career development and mentoring programs targeting underrepresented genders	HR	Already implemented	Program participation by gender

Action	Responsible	Timeline	Indicator
Analyse promotion and pay data by gender; address identified gaps	HR	Already implemented	Gender pay gap figure; promotion ratios

**Targets**

- Maintain a 0% gender pay gap and maintain gender parity in internal promotion rates

### III.5.iv. Measures Against Gender-Based Violence including sexual harassment

**Objective**

To create a safe environment free from gender-based violence, harassment, and sexual misconduct through prevention, support, and accountability

**Measures**

Action	Responsible	Timeline	Indicator
Develop and publish a comprehensive anti-harassment and anti-violence policy	HR	Q3 2026	Policy published and communicated
Establish safe, confidential, and accessible reporting channels	HR	Q3 2026	Channels operational; awareness rate among staff
Conduct anonymous climate surveys on experiences of harassment	HR	Annual	Survey participation, trend analysis

**Targets**

- All reported incidents handled within established timelines (to be defined in policy).
- Year-on-year improvement in staff perceptions of safety and respect.

## IV. Governance and Implementation Structure

Effective implementation requires clear roles, responsibilities, and accountability:

### IV.1.i. Governance

**Gender Equality Officer / Committee:** Responsible for coordinating and monitoring GEP implementation, reporting to senior management, and serving as the primary point of contact for gender equality matters.

**Senior Management:** Accountable for endorsing the GEP, allocating resources, and ensuring institutional commitment.

**Human Resources:** Responsible for implementing HR-related measures, data collection, and training coordination.

**Department Heads:** Responsible for embedding gender equality measures within their units.

### IV.1.ii. Implementation Timeline

Action	Responsible	Timeline	Indicator
Phase 1: Foundation (2026)	Publish GEP; appoint officer; establish baseline data; launch core training	Senior Management / HR	All building blocks in place
Phase 2: Consolidation (2027)	Full roll-out of measures across all thematic areas; first annual monitoring report	Gender Equality Officer	All measures initiated
Phase 3: Advancement (2028–2029)	Deepen integration; achieve targets; conduct mid-term review; prepare next GEP cycle	Gender Equality Officer / Senior Management	Targets met or on track

## V. Monitoring, Evaluation, and Reporting

Progress will be monitored through a structured framework combining quantitative indicators and qualitative assessments:

- Annual monitoring report, presenting progress against all indicators defined in this plan.
- Mid-term review of the GEP in 2028, with recommendations for adjustments.
- Final evaluation in 2029 to inform the next GEP cycle (2030–2033).

## VI. Review and Revision

This GEP is a living document. It will be reviewed annually and revised as needed to reflect evolving legal requirements, institutional developments, and emerging best practices. A comprehensive revision will be undertaken in 2029 to prepare the subsequent plan period.