GENDER EQUALITY PLAN (GEP)

For: Nitrogen Sensing Solutions

Version: 1.0

Date: 03.09.2025

Period Covered: 2025–2027

1. INTRODUCTION

At **Nitrogen Sensing Solutions - NS2**, we are dedicated to fostering an inclusive, respectful, and equitable work environment for all genders, backgrounds, and identities.

The following Gender Equality Plan (GEP) outlines our objectives, policies, and actions, reflecting our commitment to diversity, fairness, and innovation through equality—both within our workplace and across the broader scientific and entrepreneurial communities.

2. KEY PRIORITY AREAS

2.1. Promote Women's Leadership:

Founded and led by two women, NS2 stands out for its distinctive gender balance. The founders will set an example of women's entrepreneurship. Furthermore, the company is committed to promoting opportunities for women to take on leadership roles and supporting their continued career advancement by:

- Participating in mentorship programs.
- Supporting networks for women within the entrepreneurial ecosystem.

2.2. Gender Balance in Leadership and Decision-Making

- Implement transparent recruitment and promotion procedures.
- Commit to gender-balanced panels, boards, and decision-making bodies.
- Set internal targets for leadership diversity.

2.3. Work-Life Balance

- Offer flexible working arrangements, including remote and hybrid options, to accommodate individual needs, such as parental and caregiving duties.

- Implement family-friendly policies, including parental leave for both mothers and fathers, childcare support, and structured return-to-work plans.
- Promote a results-driven work culture that prioritizes productivity over presenteeism.

2.4. Organizational Culture

- Promote a non-discriminatory, inclusive culture through internal campaigns.
- Assess the workplace culture annually, through anonymous surveys and focus groups.
- Encourage open dialogue on gender-related topics within the organization.

2.5. Recruitment and Career Progression

- Use gender-neutral language in job ads.
- Ensure diverse hiring panels.
- Promote diversity in recruitment by engaging with local, national, and international communities and organizations to attract a broad range of candidates for internships and job openings.
- Monitor recruitment and promotion data disaggregated by gender: candidates will be evaluated based on skills, qualifications, and experience.
- Encourage mentoring and career development programs for underrepresented genders.
- Conduct regular salary reviews to ensure equal pay for equal work and provide clear guidelines on how salaries are determined to ensure transparency.

2.6. Career Development and Training

- Give equal access to opportunities for skill development and career advancement to all employees, including PhD students.
- Encourage mentoring and coaching for professional growth.
- Develop individualized career development plans to align employees' aspirations with company goals.

2.7. Equal Pay for Equal Work

- Conduct regular salary reviews to ensure equal pay for equal work.
- Provide clear guidelines on how salaries are determined to ensure transparency.
- Educate employees about their right to fair compensation and the resources available to address disparities

3. INTEGRATION OF GENDER DIMENSION INTO R&D CONTENT

- Ensure inclusive design and testing in product development.

4. MEASURES AGAINST GENDER-BASED VIOLENCE

- Implement a zero-tolerance policy on harassment.
- Provide training on recognizing and preventing harassment and microaggressions, and combating gender-based discrimination.
- Conduct regular assessments of workplace culture using anonymous surveys and focus groups.

5. AWARENESS, TRAINING & CAPACITY BUILDING

- Staff participation in workshops on inclusive leadership and communication.
- Regular awareness campaigns on gender equality, unconscious gender biases, and preventing gender-based discrimination and violence.
- Encourage partnerships with organizations in the STEM sectors that promote diversity and inclusion.
- Participate in events, mentorship programs, and initiatives that support women and underrepresented groups in science and technology.

6. DATA COLLECTION AND MONITORING

- Set clear, measurable goals for achieving gender equality and monitor progress towards them.
- Maintain gender-disaggregated data to assess progress.
- Solicit feedback from employees on gender equality initiatives.

7. REVIEW AND UPDATE

- Review GEP annually. Adjustments to the plan can be made based on data and feedback
- Updated biannually or as needed based on policy or organizational changes.

8. PUBLICATION AND COMMUNICATION

- The GEP will be published on the NS2's website and social media.
- Share progress and updates with all team members through company-wide meetings and internal communications.
- Annual GEP report to be published and reviewed by leadership.

9. REPORTING MECHANISMS

- Establish a confidential reporting mechanism for gender-related concerns and violations of this GEP.
- Ensure all complaints are taken seriously, thoroughly investigated, and addressed in a timely manner.

- Protect employees from retaliation for reporting concerns. In good faith

Approval

This Gender Equality Plan was approved by the Executive Team on 04.09.2025.

Signed by:

CEO:

