



GENDER EQUALITY PLAN

2024-2028

Plasmore Srl
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1. Introduction

Gender equality is a fundamental value of the European Union. Indeed, a Gender Equality Index (<https://eige.europa.eu/gender-equality-index/2023/EU>) was introduced as an indicator of the achievement of the full equality between women and men in a country, by assigning a score from 1 to 100, where a higher score means a higher level of reached equality. The 2023 edition of the Gender Equality Index showed the highest year-on-year increase in the overall EU score, reporting a value of 70.2 for the European Union and of 68.2 for Italy. Since 2010, Italy showed the largest increase in overall score among all the EU Member States, resulting in the biggest rise in the ranking, moving up to 13th place. The best performance relates to the domain of health, while the biggest improvement was in the domain of time, especially in the sub-domains of care activities and social activities. Nonetheless, there is still room for improvement, specifically in the domain of work: women are significantly underrepresented among tertiary graduates in natural sciences and technologies, as well as employees in energy and transport sectors. In the Italian legal framework, the main reference document is the “National Code of Equal Opportunities between Women and Men” established in 2006 by Legislative Decree No. 198, complemented by successive directives and laws.

Plasmore Srl is an Italian SME active since 2009 in research and innovation activities in the field of biosensors, constantly looking forward to improved solutions in biomolecule detection. Plasmore strongly believe that the impact of research and innovation, and consequently the success of the company, benefits by the quality and wellbeing of its human resources, ensuring that everyone can maximise its potential. Indeed, the gender equality is a key point in the mission of the company, aimed at providing professional growth opportunities regardless of nationality, race, gender, disability, religion or sexual orientation and at combating stereotypes, biases and unfair processes.

The main objectives of this Gender Equality Plan (GEP) aim at reporting the current implementation of the gender equality within the company and at presenting the planned goals and actions over the next four years (2024-2028), suitable for the improvement of its commitment to a more fair and inclusive working environment.

2. Organization description

Plasmore currently has 4 employees. They are all females with a full-time contract, regulated by the national employment contract for the tertiary sector (“Contratto collettivo nazionale -CCNL- del commercio”). They all have a tertiary education (Master of Science or Doctorate) in the STEM area. The contract level of each employee varies according to the role within the company, taking seniority, autonomy and responsibility levels as classifying parameters.

The Board of Directors is composed by three members: the company CEO and other two members, one of which is a woman.



As for the Business Partners, there are 2 capital partners and 2 operating partners. The option to acquire a share in the company is always an open possibility for all the employees potentially interested, regardless their gender.

Over the past five years, Plasmore has employed 2 people. The selected people were women, but gender has never been a discriminating factor in personnel selection and recruitment policies.

Since its establishment, career advancements both in terms of promotions (i.e, change of level or type of contract) and of pay raises were fairly equally distributed between men and women.

Requests to modify the contract from full-time to part-time (and vice versa) have always been accepted and a suitable schedule was agreed among CEO, Scientific Director and the employee who have requested the modification, allowing an improve in the work-life balance. Moreover, the employees are completely free to allocate their vacation days, without any mandatory or predetermined company closure.

Smart working from remote is also guaranteed, allowing a flexible system for the computing of working hours.

Maternity and parental leaves were always assured, leaving to CEO, Scientific Director and employee a joint agreement on the planning of the absence period, and allowing a suitable balance between childcare and workload management. The company tried to accommodate the needs of its employees during and after pregnancies, ensuring that pregnant employees were reassigned to safer tasks and allowing to resume their activities and role within the company at the end of the maternity/parental leave, as well in the case of temporary parental leave substitutions. Maternity leave was never a limiting factor in hiring or promotion processes.

3. Gender equality plan preparation and process

This GEP consolidate the commitment of Plasmore to gender equality, which is at the basis of the quality of research and innovation actions pursued by the company.

The document was written by a team composed of the Scientific Director and a senior employee and finally supervised and signed by the CEO.

The Plan will be made publicly available on Plasmore website, and its effective implementation will be monitored by a specifically selected working group composed of the CEO and one representative of the employees, which will take care of the GEP implementation and periodical data collection.

The Plan covers four strategic areas, which will be detailed in the following section: i) Work-life balance and organizational culture; ii) Gender balance in management, recruitment and career progression; iii) Integration of the gender dimension in research content and events; iv) Measures against gender-based violence and harassment.

4. Strategic areas

4.1 Work-life balance and organizational culture

Objective	Measure	Target	Responsible
Make aware staff and general public of the GEP and related actions	Publish the GEP on Plasmore website, promoting its visibility	General public and stakeholders	Communication officer
	Plan annual seminar/webinar to share the GEP and related activities; collect feedbacks	Employees, stakeholders, collaborators, visiting researchers	Gender equality working group
Promote diversity, inclusivity and gender-sensitive use of communication	Organize a training session with an expert in inclusive and gender-sensitive language	Staff	Gender equality working group
	Define and adopt guidelines for a more inclusive and gender-sensitive language in all communications, publications and documents of the company	Staff and general public	Gender equality working group with the collaboration of the expert
	Revise the language on the website and institutional documents	Staff and general public	CEO & Communication officer
Ensure availability of structured supports for work and personal life integration	Revise and improve the policy of remote working	Staff	CEO & Scientific Director

4.2 Gender balance in management, recruitment and career progression

Objective	Measure	Target	Responsible
Ensure gender inclusive and bias free recruitment	Ensure a balanced gender composition in the committees for the selection of staff	Candidates interested in job vacancies	CEO & Scientific Director
	Make explicit in the vacancies the absence of discrimination	Candidates interested in job vacancies	Scientific Director & Communication officer
	Draft guidelines for a fair and inclusive recruitment process	Candidates interested in job vacancies	Gender equality working group

Ensure equal opportunities in career progression	Define a gender-aware internal evaluation system	Staff	CEO & Scientific Director
	Re-evaluate the career levels of all employees on the basis of the defined progression criteria	Staff	CEO & Scientific Director
Promote a more gender-aware and egalitarian leadership in the company	Promote a gender balanced composition of the management bodies	Board of Directors, stakeholders	CEO & Scientific Director

4.3 Integration of the gender dimension in research content and events

Objective	Measure	Target	Responsible
Promote the gender equality in research and innovation activities	Implement research projects, considering gender-related issues	Staff, stakeholders, project partners and general public	Research staff
	Disaggregate research data by sex/gender when relevant	Staff, stakeholders, project partners and general public	Principal investigator of the research project
	Consider all genders for languages and images in research material produced	Staff, stakeholders, project partners and general public	Principal investigator of the research project
Ensure gender balance in events/panels/sessions organized by Plasmore	Promote gender balance in panels and programs of scientific and public communication and dissemination events	Staff, stakeholders, general public	Scientific supervisor of the activity/Communication officer (depending on the type of event)

4.4 Measures against gender-based violence and harassment

Objective	Measure	Target	Responsible
Improve awareness about different forms of unconscious stereotypes and biases	Organize initiatives to counter stereotypes and biases	Staff	Gender equality working group
Provide a safe and reliable channel to be used in case of sexual harassment and gender-based violence	Provide a means of communication to safely report any incidents of discrimination or gender-based harassment	Staff, collaborators and visiting researchers	Gender equality working group
Integrate gender-based equality into the company ethic code	Update the Plasmore ethic code by including specific reference to gender-based discrimination	Staff, stakeholders, collaborators and visiting researchers	CEO & Scientific Director
Ensure awareness and easy access to the information to prevent and combat sexual harassment and gender-based violence	Share links to relevant information materials, such as web pages and call center contacts of Italian anti-violence and stalking centers	Staff, stakeholders, general public	Gender equality working group and Communication officer

5. Resuming information

Organisation name	Plasmore Srl
CEO	Dr. Massimo Ventura
Gender Equality Working Group	Dr. Massimo Ventura (CEO) Dr. Paola Pellacani (Senior Employee)
Number of employees	4
Place and date	Pavia (PV) - Italy, 01 March 2024
Signature and stamp CEO	Massimo Ventura 