Gender Equality Plan



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1. Introduction

K2M Scientific's Gender Equality Plan (GEP) has been developed for promoting and ensuring gender equality within the company. It is strongly believed that securing gender balance and integrating gender dimension in all activities of K2M Scientific, is fundamental for the company operation. The current GEP has been designed in accordance with the European Union (EU) and National community guidelines towards providing, promoting, and ensuring equal opportunities to all people. Indeed, the GEP of K2M Scientific is perfectly aligned with the gender equality strategy of the European Commission[1], and the Greek Legislation[2].

2. K2M Scientific's perspective over gender equality

Founded in 2023, K2M Scientific fulfils the need to provide on demand solutions to industry and academia based on state-of-the-art technologies, worldwide industrial applications, and the design of advanced materials. That includes, customized business models, market assessment, production line simulations, and cost-effective strategies for the validation and realistic implementation of optimum scientific solutions. These activities have wide range of applications in both industrial and academic sectors. Thus, aiming to maximize the diversity of perspectives on novel advanced technologies and procedures, a gender equality culture is essential to allow woman working in demanding industrial and academic research and development projects to unfold and reach their full potential. K2M Scientific gender equality is ranked as a top priority within the strategic aims and objectives of the organization. The female CEO of K2M Scientific, is an excellent highlight of how the company values the presence of woman at forefront positions in both research and innovation actions, as well as administrative procedures. Overall, K2M Scientific envisages gender as spectrum of diversity and the female CEO along with the founders are committed to secure fair and equal opportunities for all administrative and scientific staff, regardless of their gender, identity, appearance, and presentation.

3. Roles and responsibilities

The three Founders of K2M Scientific approve and support strongly the company's GEP. To ensure an effective and efficient implementation of the GEP, the three Founders of K2M Scientific form a Gender Equality Committee (GEC), that will take all the necessary actions to ensure gender balanced teams during the company's operations and services.

4. Objectives

K2M Scientific's GEP consists of measures that have been developed based on the company's strategic plan for gender equality in all activities, while targeting the following objectives:

- Ensuring equal opportunities for people.
- Securing equality in professional positions and career development.
- Enhance scientific excellence among female researchers.
- Incorporating gender dimension in both administrative and research activities.

[1] European Commission Gender Equality Strategy.
[2] Greek Legislation on Gender Equality (Νόμος 4604/2029).

- Creating a safe and pleasant working environment for employees.
- Improving the dissemination of woman activities in research and innovation actions and projects.

5. Methodology

The GEC of K2M Scientific has design the company's GEP upon following guidance from the Gender Equality in Academia and Research (GEAR tool) of the European Institute for Gender Equality (EIGE)[3]. The GEAR tool consists of four main steps (Fig. 1):

- Step 1-Define: How to analyse the situation in the institution.
- Step 2-Plan: How to set up an effective GEP.
- Step 3-Act: How to implement a GEP.
- Step 4-Check: How to monitor progress and evaluate a GEP.

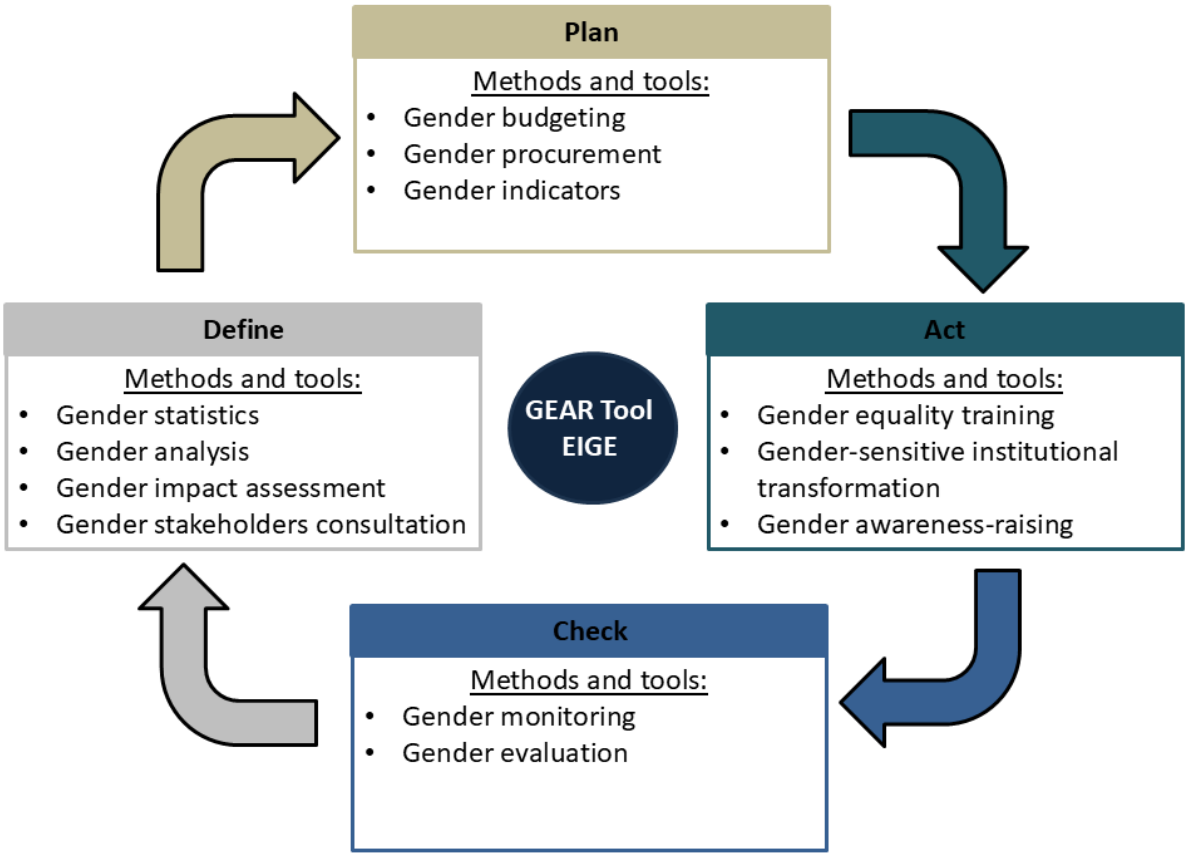


Fig. 1: Overview of the GEP cycle based on GEAR tool, EIGE[3].

Fig. 1 summarizes the GEAR tool cycle for an efficient GEP design and implementation.

Based on these fundamentals, the GEC of K2M Scientific have addressed and leads **six key aspects** of the company's GEP with measurable objectives. These GEP aspects are summarised below, along with the corresponding actionable measures, timeline, and key performance indicators (KPIs).

[3] European Institute for Gender Equality.

Key aspect 1: Organizational structure and decision making.

Objectives	Measures/Actions	Timeline			KPIs
Gender balance in decision making and operational plan	Formation of GEC	2023	2024	2025	Done
	Monitoring of GEP procedures	2023	2024	2025	Ongoing - reviewed annually
	Apply gender balance expertise among all activities of the company	2023	2024	2025	Ongoing - reviewed annually
	Incorporate gender equality parameters into K2M Scientific's strategic development	-	2024	2025	Planned

Key aspect 2: Recruitment, selection and career evolution.

Objectives	Measures/Actions	Timeline			KPIs
1. Secure gender equality in recruitment procedures 2. Ensure equal opportunities for career growth 3. Selection of all genders with equal career development	GEC seminars during training of new employees	-	2024	2025	Planned
	Monitor gender balance ratio during applications and recruitment stages	-	2024	2025	Planned
	Monitor career progress development	-	2024	2025	Planned
	Disseminate neutral gender career practices	-	2024	2025	Planned

Key aspect 3: Enhancing human wellbeing.

Objectives	Measures/Actions	Timeline			KPIs
1. Ensure equal gender opportunities to participate in meetings and travel activities 2. Supporting employee's	Offer flexible working conditions	2023	2024	2025	Ongoing
	Implement hybrid office-remote working schemes	2023	2024	2025	Ongoing
	GEC seminars for improving work life balance	-	2024	2025	Planned
	Provide parental	-	2024	2025	Planned

families 3. Equal work life balance between man and woman	leaves to both man and woman				

Key aspect 4: Gender plan in research and innovation activities.

Objectives	Measures/Actions	Timeline			KPIs
1. Apply GEP into research activities and projects 2. Ensure participation of woman scientists in state-of-the-art research projects 3. Promote academia-industry-research connections for female scientists	Provide funding from National and European projects to female scientists	-	2024	2025	Planned
	Promote research publications by woman scientists	-	2024	2025	Planned
	Recruit woman in leading scientific activities and roles	-	2024	2025	Planned
	Maintain woman men balanced project groups of R&I projects	-	2024	2025	Planned

Key aspect 5: Gender equality in public activities of K2M Scientific.

Objectives	Measures/Actions	Timeline			KPIs
1. Gender balanced representation of K2M Scientific 2. Woman presence in media and dissemination activities 3. Equal opportunities in leading activities and projects	Select woman in leading positions	2023	2024	2025	Ongoing - Female CEO
	Gender equality and woman presence on company's website	2023	2024	2025	Ongoing - Female CEO
	Gender equality monitoring in all types of digital content	-	2024	2025	Planned
	Continuous training on enhancing woman leadership skills	-	2024	2025	Planned

Key aspect 6: Internal building K2M Scientific's culture for gender equality.

Objectives	Measures/Actions	Timeline			KPIs
1. Schedule of internal events on gender equality 2. Regular communication of the GEP and GEC actions 3. Fostering working environment where incidents could be reported and resolved	Include GEP in company's website	2023	2024	2025	Ongoing - GEP in website
	Detection and prevention team of harassment and discrimination actions	2023	2024	2025	Ongoing - Formation of GEC
	Continuous awareness on gender equality issues	2023	2024	2025	Ongoing - Internal actions of GEC
	Organize internal events to ensure awareness on gender equality	-	2024	2025	Planned