

HAWK Biosystems - Gender Equality Plan

Current as of 5th of October 2023

Dedicated Resources for Gender Equality

At HAWK Biosystems, we are committed to fostering an environment of gender equality, recognizing its significance in building a diverse and inclusive workplace. To ensure the successful implementation of our Gender Equality Plan, we have allocated dedicated human resources and gender expertise. This commitment underscores our dedication to making our organization a beacon of equality and inclusivity.

Data Collection and Monitoring

We understand that data is the backbone of any effective gender equality initiative. To this end, HAWK Biosystems regularly collects and analyses sex/gender-disaggregated data on our personnel. This data provides us with insights into the current state of gender diversity within our organisation. It enables us to measure our progress and make informed decisions. We are also committed to annual reporting based on gender equality indicators, ensuring transparency and accountability in our efforts.

Training on Gender Equality and Bias Awareness

We believe that awareness is the first step toward change. HAWK Biosystems conducts regular awareness-raising and training programs on gender equality and unconscious gender biases for all our staff and decision-makers. These programs will equip our employees with the knowledge and skills necessary to promote gender equality in the workplace and challenge stereotypes and biases.

Recommended Areas for Action

1. Work-Life Balance and Organizational Culture

Our targets include:

- Implement flexible work policies to accommodate diverse work-life needs, with a goal of achieving a 20% increase in employee satisfaction within two years.
- Establish a mentorship program to support employees in achieving a healthy work-life balance.

2. Gender Balance in Leadership and Decision-Making

Our targets include:

- Ensure that women and gender-diverse individuals occupy at least 40% of leadership and decision-making positions within five years.
- Develop leadership training programs to nurture the skills of potential female and gender-diverse leaders, aiming for a 15% increase in their representation within three years.

3. Gender Equality in Recruitment and Career Progression

Our targets include:

- Achieve gender parity in recruitment by increasing the number of female and gender-diverse candidates in the applicant pool by 25% within three years.

4. Integration of the Gender Dimension into Research and Teaching Content

Our targets include:

- Integrate gender perspectives into 100% of research projects and course content within two years.
- Support at least two gender-focused research projects annually, aiming to produce findings that contribute to gender equality.

5. Measures Against Gender-Based Violence, Including Sexual Harassment

Our targets include:

- Implement a comprehensive anti-harassment policy and training program to achieve a harassment-free workplace.
- Establish an anonymous reporting system and ensure that all harassment complaints are investigated and resolved within 30 days.

In conclusion, HAWK Biosystems has set clear and measurable targets for our Gender Equality Plan. We are committed to tracking our progress and making necessary adjustments to achieve our goals. Our organization aims to create a workplace where gender equality is not just a plan but a lived reality, benefiting both our employees and the broader community.

Signed by:



Fernando Aguirre

CEO