Hashgrid SRL — Gender Equality Plan (GEP)

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Valid for: 2025–2029

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1. Public Commitment

Hashgrid SRL commits to gender equality and inclusiveness as a core organizational value.

This plan is publicly available on the company's website and endorsed by top management.

2. Governance and Resources

- **Responsibility:** The CEO and Operations Officer oversee implementation.
- **Resources:** One staff member (HR/Operations) dedicates ~0.1 FTE yearly to GEP monitoring and reporting.
- **Review cycle:** Annual internal review and update every two years.

3. Data Collection and Monitoring

- Maintain **sex-disaggregated data** on all staff, consultants, and applicants.
- Produce an **annual summary** tracking recruitment, promotion, and pay distribution.
- Identify and address any gender gaps through corrective actions.

4. Training and Awareness

- Annual **unconscious-bias and inclusive-leadership workshop** for all employees.
- Integration of **gender-sensitivity** modules in onboarding for new hires.

- Promote awareness through periodic internal communication.

5. Work–Life Balance and Organizational Culture

- Support flexible work hours and remote/hybrid options.

- Encourage parental-leave uptake by all genders.

- Maintain a respectful, harassment-free workplace with a zero-tolerance policy.

6. Gender Balance in Leadership and Recruitment

- Strive for **balanced gender representation** in leadership and project teams (target: min. 40% of each gender where feasible).

- Ensure **gender-neutral wording** in job descriptions and evaluation criteria.

- Include at least one **female reviewer/interviewer** in hiring panels when possible.

7. Integration into Research and Innovation

- Integrate **sex/gender analysis** where relevant in R&D activities.

- Ensure equal access to research, leadership, and dissemination opportunities.

8. Measures Against Gender-Based Violence and Harassment

- Define and publish an **anti-harassment policy** and reporting mechanism.

- Guarantee confidentiality and protection against retaliation.

- Designate a **confidential contact person** for any incident reports.

9. Reporting and Transparency

- Annual report to management and staff on progress and actions taken.

- Summary indicators published internally and shared with consortium partners when relevant.