

Diversity & Inclusion - Gender Equality Plan

1 INTRO

Sirris is dedicated to build a fair and inclusive work environment with a diverse workforce. Diversity and inclusion will help us to address societal challenges and industrial needs through creating and supporting innovative technical solutions (innovation forward). It benefits our services by improving and enriching its quality, impact and relevance. We foster a culture of mutual respect and equality, fairness and inclusion for everyone, irrespective of background, characteristics, preferences,... Everyone must be treated with dignity and should have equal opportunity to develop, progress, and be rewarded and recognized at work.

Decisions for employment, promotion, training or any other business practice are solely based on the individual's own merits (capabilities, competencies, attitude).

We are implementing and monitoring an overall diversity- and inclusion plan, in line with the Horizon- Europe eligibility criteria re gender equality (gender equality plan as substantial part of an overall diversity- and inclusion plan).

2 GENERAL

2.1 2.1 DEDICATED RESOURCES

In order to manage the roll out of the plan and the associated variety of actions, a coordination team has been decided upon. They will design, follow-up and review actions and indicators and will ensure regular involvement and ongoing commitment of the Management Committee.

Next to this, a wider group of Sirris' employees, as well line managers as staff, will be consulted and implicated in realizing this Diversity and Inclusion Plan, with some actions specifically focused on gender equality.

External expertise will be sought where necessary to strengthen the evidence based approach.

2.2 DATA COLLECTION AND MONITORING

To start monitoring, the diversity data dashboard is constructed and will be further extended for relevant facets of diversity.

3 ACTION PLAN 2022

Focus of the 2022 Action Plan is on awareness (including training) and data collection.

4 APPROVAL

Sirris' Management Committee expressed its endorsement and support to this Diversity and Inclusion Plan on 29 March 2022.

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forward

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