



Gender Equality Plan

SCALE Nanotech is an equal opportunity employer committed to creating a diverse environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, orientation, nationality, age, or other characteristics. SCALE Nanotech is also committed to compliance with all fair employment practices regarding citizenship and immigration status.

Dedicated resources

Commitment of human resources and gender expertise to implement it

SCALE Nanotech strives to be a safe, diverse and inclusive learning and working environment for all staff. Realizing this ambition requires courage and the participation of everyone within the company. It starts with having an open dialogue about equality, diversity and inclusion in respect of the visible and non-visible differences among all staff. To this end, SCALE Nanotech has different dedicated resources that contribute to a safe, diverse and inclusive environment.

The Executive Board assumes the responsibility and duties of human resources and is fully involved in the process of hiring new employees and will ensure the promotion of a respectful, accessible and inclusive environment for all staff.

Data collection and monitoring

Sex/gender disaggregated data on personnel and annual reporting based on indicators

SCALE Nanotech collects and analyses sex/gender-disaggregated data based on actual staff numbers. The dashboards as well as the underlying data are automatically refreshed on a monthly basis. A high-level overview is available for all staff, while more detailed analyses are available to the board. To obtain data based on diversity and inclusion factors other than gender, a subjective survey will be conducted among staff in 2022.

Training

Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers

SCALE Nanotech will continue to develop various training programs that contribute to tackling gender equality issues. The training will include topics such as:

- Social safety
- Intercultural communication
- Inclusive education
- Awareness of (gender) bias in selection

The board is working on offering unconscious bias training for all staff; this will also cover gender bias.

Work-life balance and organizational culture

People are central to SCALE Nanotech. As an organization we acknowledge the importance of a healthy work-life balance and organizational culture. SCALE Nanotech promotes coaching for health and lifestyle that focuses on nutrition, exercise and stress management. In addition, SCALE Nanotech is eager to offer childcare provisions and maternity, paternity and parental leave provisions.

Gender equality in recruitment and career progression

A safe and inclusive working environment at SCALE Nanotech starts with the honest and transparent recruitment and selection of new colleagues. Therefore, SCALE Nanotech aims to follow the 'NVP Recruitment Code', a code of conduct drawn up by The Dutch Network for HR-Professionals (Nederlandse Vereniging voor Personeelsmanagement en Organisatieontwikkeling, NVP). By following the ground rules in this code of conduct we aim to provide a clear application procedure that ensures that staff can count on equal treatment and a fair chance. SCALE Nanotech also contributes to a healthy and attractive research climate at European level.

SCALE Nanotech values diversity and inclusion and we strive to integrate these values throughout our organization. To ensure inclusive recruitment and selection, SCALE Nanotech plans to implement a selection system that will be to improve (gender) bias awareness. We are closely monitoring our commitment to increasing the proportion of female staff at SCALE Nanotech. As an innovative startup we are working towards reaching a greater equality target, such as 50% female staff, in 2025.

Integration of the gender dimension into research content

SCALE Nanotech aims to develop an inclusive research and innovation program that includes gendered innovations. We aim to establish projects that will take on aspects of diversity through the entire research and design process, leading to a range of results and solutions that can be applied to diverse users.

Measures against gender-based violence including sexual harassment

Diversity, integrity, respect, engagement, courage and trust are core values of SCALE Nanotech. Dedicated structures are planned to be set up to safeguard and support these values, including training on social safety and setting up a system to deal with undesirable behavior. Every year, SCALE Nanotech conducts an analysis and draws up a safety risk profile for the organization.

December 2021

On behalf of the Executive Board of SCALE Nanotech,



Dr. Santiago J. Cartamil Bueno
Managing Director