

Gender Equality Plan (GEP)

INIA Technologies

Aligned with EU Requirements (e.g., Horizon Europe)

1. Public Document

This Gender Equality Plan is a formal public document of INIA Technologies, published on the organization's website and endorsed by top management.

2. Dedicated Resources

INIA Technologies commits human and financial resources to implement gender equality measures, including designated personnel responsible for GEP implementation.

3. Data Collection & Monitoring

Gender-disaggregated data will be collected annually on recruitment, career progression, pay, and leadership representation within INIA Technologies.

4. Training

Regular training on gender equality, unconscious bias, and inclusive leadership will be provided to all staff and management.

5. Key Action Areas

- Work-life balance and organizational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of gender dimension in activities
- Measures against gender-based violence and harassment

6. Implementation & Timeline

Year 1: Establish framework and training

Year 2: Monitor KPIs and adjust actions

Year 3: Evaluate and update the plan

7. Review & Reporting

The plan will be reviewed annually, and progress will be documented and publicly shared where applicable.

Approval

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Position: General Director

Organization: INIA Technologies

Date: 15/04/2025

Signature & Stamp: _____

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