

Gender Equality Plan

1 Aim

The management of PAASP GmbH supports and has been facilitating measures to support gender equality. With this document, the PAASP GmbH management states that the company has dedicated resources to further develop and implement gender equality measures listed below.

Table of Contents

1	Aim	1
2	Background.....	1
3	Coverage.....	2
4	Definitions	2
5	The Policy	2
5.1	Responsibility to report.....	2
5.2	Protection of whistleblowers.....	3
5.3	Handling of misconduct allegations.....	3
5.3.1	Initial evaluation and screening inquiry	3
5.3.2	Investigation committee	4
5.3.3	Conflicts of interest	4
5.3.4	Investigation and inquiry.....	5
5.3.5	Formal hearings of involved parties or witnesses.....	5
5.3.6	Writing of a report including a conclusion	5
5.3.7	Sanctions and follow-up.....	6
5.3.8	Reactions to possible systemic problems revealed by an investigation.....	6
6	Changes	3
7	Further applicable documents	3

2 Dedicated resources

PAASP GmbH is a founding member of the global PAASP Network. Individual members of the network may be too small to have sufficient human resources and gender expertise to implement and support gender equality. In such instances, management and human resources expert of PAASP GmbH will support the discussions and decision-making regarding specific action items.

3 Data collection and monitoring

PAASP collects data on and monitors sex/gender disaggregated data on personnel and annual reporting based on performance indicators.

4 Work-life balance and organizational culture

PAASP is aware that an organizational culture and work-life balance are key components for establishing an environment where both men and women can thrive in and have equal opportunities in building a fulfilling career. Organizational culture and work-life balance is a broad thematic area that covers issues such as gender-sensitive communication, childcare provisions, and maternity/paternity/parental leave provisions.

PAASP aims to be a family friendly employer encouraging home office for employees whose healthy work-life balance, family relationships and healthy time management may benefit from working exclusively or predominantly from home.

The right to maternity leave applies both prior to and after childbirth. A pregnant employee is in any case entitled to 16 weeks of leave. Within certain limits, a pregnant employee may herself determine how many weeks of leave she will take before and after childbirth. Birth leave is also made available to partners. Birth leave is sometimes also referred to as paternity leave or partner leave. Following the birth of a child, the partner is entitled to paid birth leave equal to the number of hours worked in one week, starting from the first day after the birth of the child.

Employees are eligible for care leave at PAASP if they have a partner, a parent or a child who is ill and requires employees to provide care or home care. Care leave is also possible if it involves brothers, sisters, grandparents, grandchildren, household members and acquaintances.

5 Measures & targets

5.1 Gender balance in leadership and decision-making

PAASP strives to be a gender-balanced organization, where its members have equal access to and a balanced participation in leadership and other decision-making roles. PAASP GmbH was founded in 2015 by three male professionals. It was our intention to build our future community free of gender bias.

As of today, global PAASP Network is composed of 15 members (40% female). Two companies are part of the PAASP Network, PAASP GmbH and PAASP US LLC with 1:1 male to female ratio at the CEO level.

5.2 Integration of the gender dimension into research and teaching content

Although PAASP is not an academic institution, we are involved in a number of research and educational programs. Therefore, PAASP strives to be a socially responsible organization that successfully integrates and proliferates gender-conscious research and education.

PAASP's training programs follow principles of Inclusive Education and are equally available to students of any gender.

When PAASP is financially or operationally supporting award programs, we aim to structurally monitor diversity during the review process and while preparing recommendations for awards (specifically regarding male/female ratio).

5.3 Against gender-based violence including sexual harassment

PAASP strives to cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence is not tolerated within our organization and within the network.

Our Code of Conduct (section 4.8) explicitly describes measures to eliminate gender-based violence such as sexual harassment within our community. Provisions described in the Code of Conduct apply to interactions with employees, customers, contractors, suppliers and applicants for employment and any other interactions where employees / contractors represent PAASP. Further, PAASP's Social Media Policy (Section 4.2.2) introduces behavioral guidelines that aim to avoid the use of social media for any purpose that might constitute or lead to harassment or hostile work environment because of gender. All PAASP employees and contractors receive training on the Whistleblower and Investigation Policy and specific processes have been set up to involve our Integrity Ombudsman in cases requiring corrective measures.

6 Changes

None (first version).

7 Further applicable documents

None.

Signed by:



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