



## Our Gender Equality Plan

### **Introduction**

MERIC is committed to promoting equality and diversity in the workplace. This Gender Equality Plan outlines our strategy to promote gender equality, eliminate discrimination, and ensure equal opportunities for all employees, regardless of their gender. Our goal is to create a workplace where everyone feels valued, respected, and empowered to contribute to the success of the enterprise.

### **Mission**

Our mission is to create a workplace culture that values and promotes equality, diversity, and inclusion.

### **Objectives**

Promote equal opportunities: Ensure that all employees have equal access to training, development, and career opportunities.

Eliminate discrimination: Prevent and address any form of discrimination, harassment, or bullying in the workplace.

Increase diversity: Foster an inclusive workplace culture that values and celebrates diversity in all its forms.

Monitor and evaluate progress: Regularly review and assess our progress towards achieving our objectives.

### **Action Plan**

Short-term (0-6 months)

Conduct a gender pay audit: Conduct a pay audit to identify any pay gaps and develop a plan to address them.

Develop a diversity and inclusion policy: Create a policy that outlines our commitment to equality, diversity, and inclusion.



Establish a diversity and inclusion team: Form a team to oversee the implementation of the plan and provide support to employees.

Provide training: Provide training on unconscious bias, equality, and diversity for all employees.

Medium-term (6-12 months)

Develop a mentorship program: Establish a mentorship program to support the career development of underrepresented groups.

Implement flexible working arrangements: Offer flexible working arrangements to support work-life balance and reduce the likelihood of discrimination.

Review and revise policies: Review and revise policies to ensure they are inclusive and free from bias.

Monitor and evaluate progress: Regularly review and assess progress towards achieving our objectives.

Long-term (1-2 years)

Develop a diversity and inclusion strategy: Develop a long-term strategy to promote diversity and inclusion in the workplace.

Increase representation: Increase representation of underrepresented groups in leadership positions.

Develop a succession plan: Develop a succession plan to ensure that underrepresented groups have opportunities for career advancement.

Continuously review and evaluate progress: Regularly review and assess progress towards achieving our objectives.

## **Monitoring and Evaluation**

We will regularly review and assess our progress towards achieving our objectives. This will include:

- Conducting regular surveys: Conduct regular surveys to assess employee satisfaction and engagement.
- Monitoring recruitment and promotion data: Monitor recruitment and promotion data to identify any disparities.
- Conducting pay audits: Conduct regular pay audits to identify any pay gaps.



- Reviewing and revising policies: Regularly review and revise policies to ensure they are inclusive and free from bias.

## **Conclusion**

MERIC is committed to promoting equality and diversity in the workplace. This Gender Equality Plan outlines our strategy to promote gender equality, eliminate discrimination, and ensure equal opportunities for all employees. We believe that a diverse and inclusive workplace is essential for success and will regularly review and assess our progress towards achieving our objectives.

D. Cristina Stefan

MD PhD

General Manager, MERIC

Reviewed 1 Nov. 2024