

Gender Equality Policy

Mission and Outline [↗](#)

Bio-Product strives for an inclusive, equal, culturally competent, and supportive environment where our management and employees model behavior that enriches our workplace and surrounding communities. We are committed to dedicating human resources to ensure the success of these initiatives and integrate gender equality at every level of the organization.

This policy aims to integrate initiatives that inspire and direct diversity and inclusion while ensuring accountability in these efforts. We aim to foster a culture that provides a professional, inclusive experience for everybody through concrete measures, targets, and continuous monitoring.

Responsibilities [↗](#)

Bio-Product assumes the following responsibilities regarding gender equality:

1. Dedicate Resources

Ensure that sufficient human resources are allocated to drive and implement gender equality (GE) initiatives. At least annually, or as appropriate, reevaluate these resources to ensure they are commensurate with the value that GE brings to the organization.

2. Data Collection and Reporting

Collect necessary gender-disaggregated data for employees, ensuring accurate tracking of gender equality progress while respecting privacy. Annual reports will be created based on these indicators and shared with senior leadership to assess progress and refine strategies.

3. Training & Awareness

Employees and decision makers are encouraged to take part in courses and training that address (unconscious) disparities between genders, improves understanding of and between genders, or otherwise relates to GE in any way. These courses should focus on enhancing understanding and the capabilities of participants. Number of courses taken on an annual basis shall be part of the executive report.

4. Key Focus Areas

Bio-Product will implement concrete measures and targets in the following key areas:

- **Work-Life Balance & Organizational Structure**

Foster a work-life balance that supports gender equality, including flexible work hours, remote working options, and family-friendly policies. Review and adapt organizational structures to promote equal opportunities for all genders.

- **Gender Balance in Leadership & Decision-Making**

Actively work towards equal consideration for leadership positions and decision-making roles within the organization, in alignment with Dutch law. This includes continuous review of recruitment, retention, and promotion processes to ensure they are free from bias and provide equal opportunities for advancement based on merit.

- **Gender Equality in Recruitment & Career Progression**

Ensure gender equality is central to recruitment and career progression practices, with a focus on unbiased recruitment processes, retention of talent, and equal access to opportunities for advancement for all genders. Implement meritocratic practices such as blind interviews and standardized evaluations to minimize biases and ensure that hiring and promotions are based solely on qualifications and performance.

- **Integration of the Gender Dimension in Research & Content**

Encourage and integrate the gender dimension into research, content development, and organizational practices, ensuring that gender perspectives are considered in all aspects of the work Bio-Product undertakes.

- **Measures Against Gender-Based Violence, Including Sexual Harassment**

Develop, implement, and enforce clear measures against gender-based violence, including sexual harassment, ensuring that staff have access to safe and supportive channels for reporting and addressing such issues. This includes creating policies, procedures, and support systems to protect individuals from all forms of gender-based violence.

5. Feedback and Accountability

- **Engagement and Feedback**

Focus on conducting surveys and continuous climate assessments to promote gender inclusivity and open discussions on issues relating to equality in the workplace. These tools allow employees to provide feedback on the organizational climate and culture.

- **Leadership Accountability**

Provide direct feedback and insights to senior leadership on gender equality, inclusion, and diversity in the workplace. This includes formulating recommendations for the development or modification of policies and practices impacting diversity and inclusivity.

- **Policy Assessment**

Conduct an annual self-assessment of the policy's effectiveness, reflecting on accomplishments, challenges, barriers, and recommendations for improvement. The results of this assessment shall be shared with the Senior Leadership Team to ensure continuous improvement. Additionally, at least annually or when appropriate, resources dedicated to gender equality will be reevaluated to ensure they align with the value that gender equality brings to the organization.

By adhering to these principles and actions, Bio-Product commits to fostering a workplace where all individuals are treated equally, recognized for their contributions based on merit, and provided with equal opportunities to thrive.