

NanoGUNE Gender Equality Plan Implementation Report 2022

February 2023



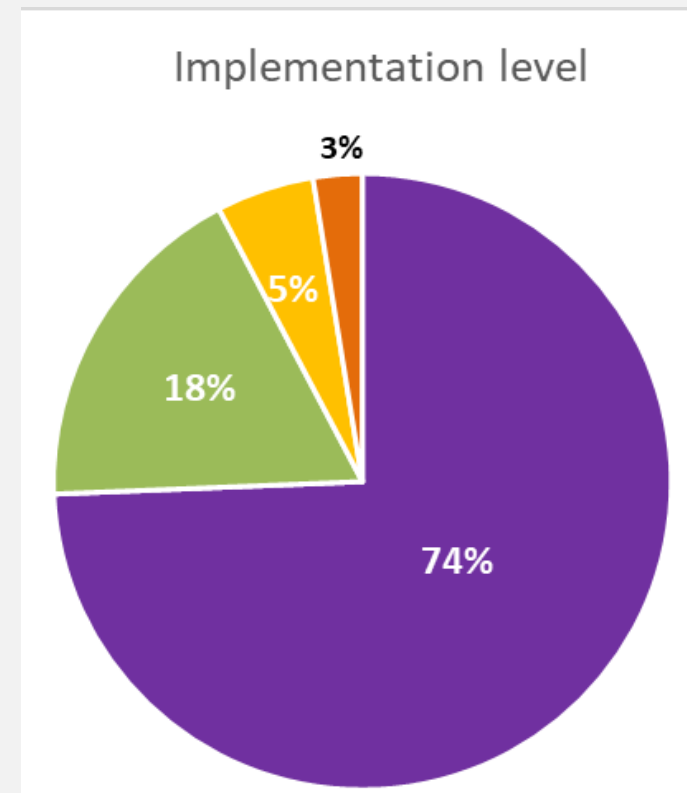
Implementation 2022

22 actions planned for this year

There were 22 actions foreseen for this year, some of them were actions that have been delayed from other years due to different reasons. However, we are hereby presenting the general implementation of the GEP and its 39 actions.

92% of those 39 actions have been in place: 74% of the actions have been completed and 18% of them are under development.

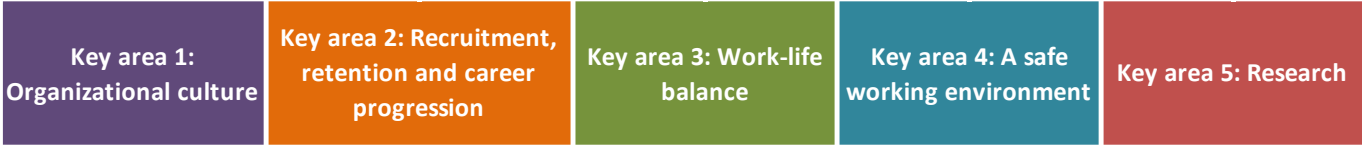
5% has not been started, and there were delayed to 2023, as the data we need to develop them will be available from February 2023, and they will be developed in parallel with the evaluation of the GEP. There is also an action, 3%, that has not been developed, and has been left aside. After several failing trials to arrange the Family Club, and all the obstacles found in the way; it was decided that probably the need identified in the diagnosis done in 2018 was no longer in place these days.



Completed	29
On track	7
Not started	2
Risk of not achieving the agreed timeline	1

Implementation 2022

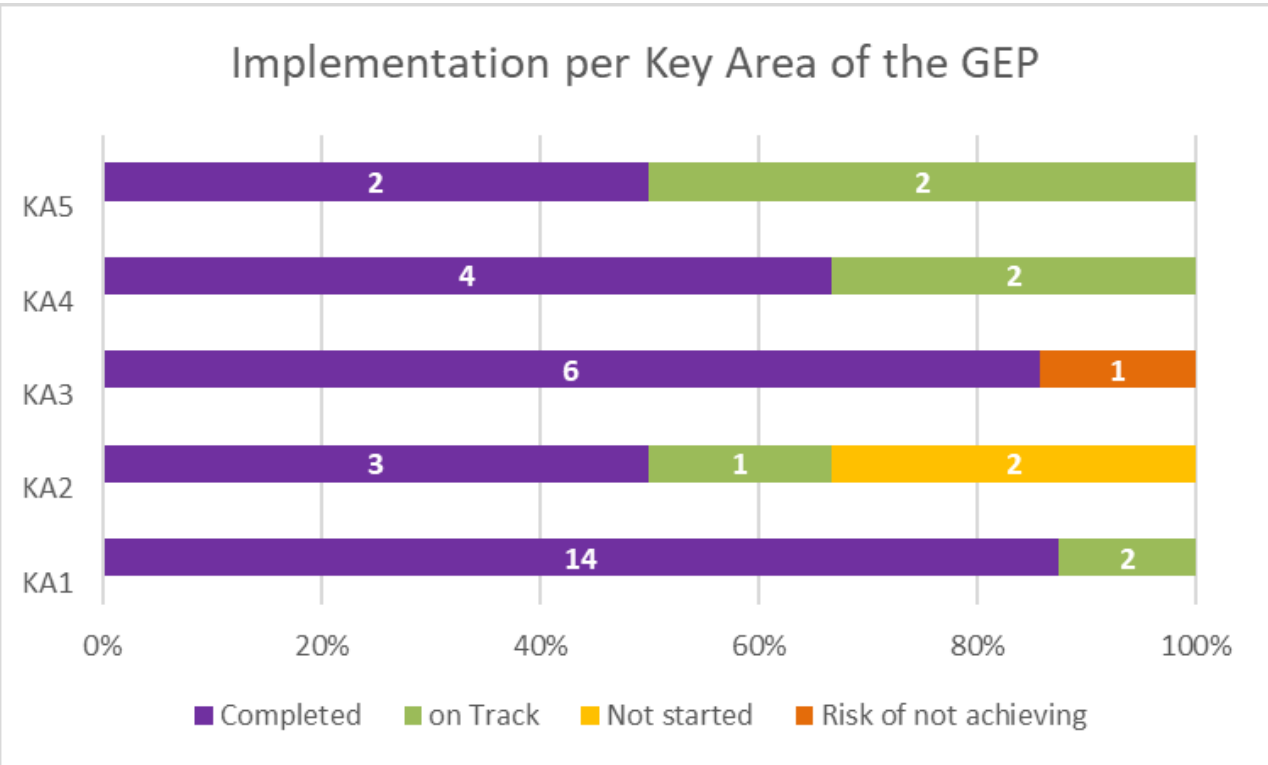
Nanogune’s GEP has 5 different Key Areas. During this year of implementation, we have developed actions from all 5 Key Areas.



The KA with the highest number of actions was Key Area1, Organizational culture (14 actions completed). This makes sense because some of the actions are already integrated in the GEP development routine and are developed every year.

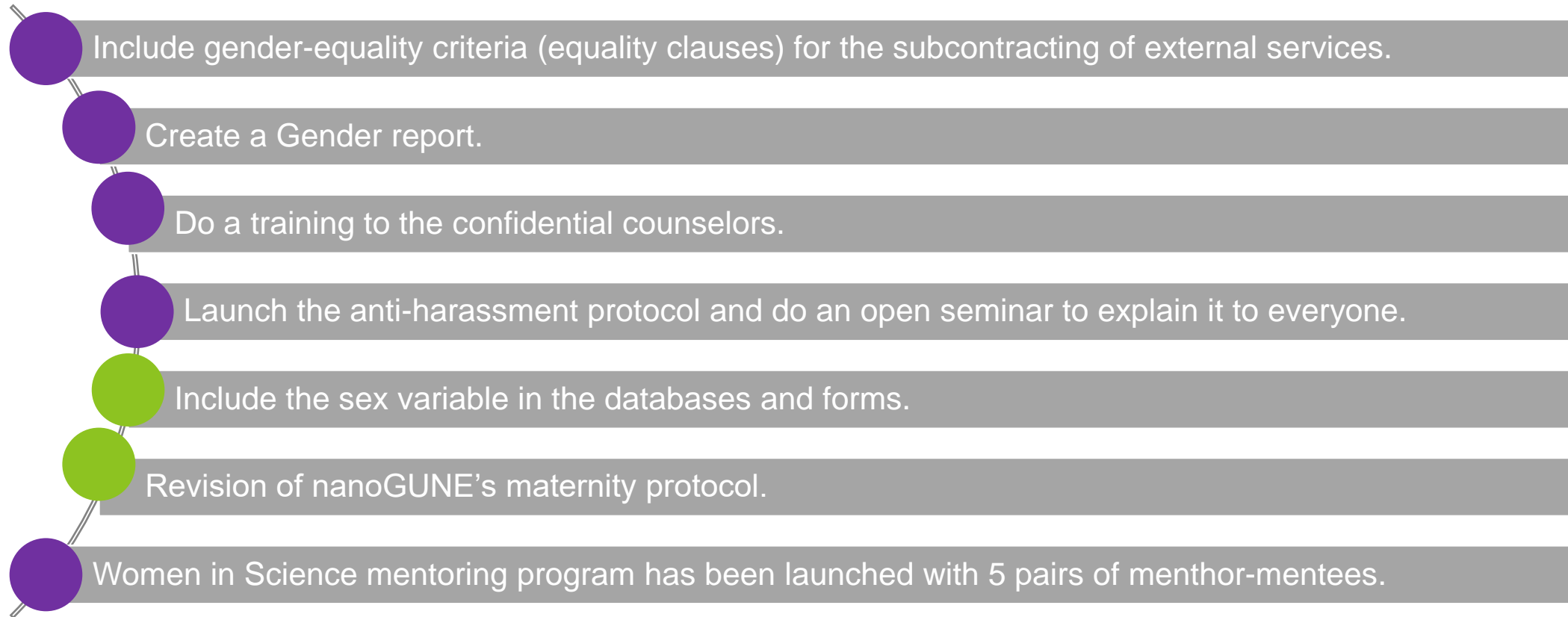
In general, most of actions are either on track or completed. KA2 has the lowest rate of actions implemented as 2 actions have been postponed to 2023.

In the following pages we mention the main highlights from this year of implementation.



GEP - Development in 2022

MOST SIGNIFICANT ACTIONS

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- Include gender-equality criteria (equality clauses) for the subcontracting of external services.
 - Create a Gender report.
 - Do a training to the confidential counselors.
 - Launch the anti-harassment protocol and do an open seminar to explain it to everyone.
 - Include the sex variable in the databases and forms.
 - Revision of nanoGUNE's maternity protocol.
 - Women in Science mentoring program has been launched with 5 pairs of mentor-mentees.