

# YLISENSE PRIVATE COMPANY

## GENDER EQUALITY PLAN

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**“When the sun rises, it rises for everyone. Strength has no gender. We cannot all succeed when half of us are held back”.**

**Malala Yousafzai  
(2014 Nobel prize award)**

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## 1. Introduction

In today's rapidly evolving technological landscape, fostering workplace equality is not only a fundamental ethical principle but also a strategic imperative that drives innovation, efficiency, and sustainable growth. Gender equality plays a crucial role in shaping dynamic and inclusive work environments where talent, creativity, and expertise can thrive without bias or limitation.

The YliSense Gender Equality Plan (GEP) serves as a structured framework designed to eliminate barriers that may hinder equal opportunities and to eradicate discrimination based on gender. By embedding inclusivity into every facet of the organization, YliSense aims to cultivate a workplace culture that supports equitable access to professional development, leadership roles, and career advancement.

This plan is founded on data-driven insights, beginning with a comprehensive assessment of the current workplace environment to identify potential challenges and areas for improvement. Utilizing Key Performance Indicators (KPIs), YliSense will monitor the effectiveness of its gender equality initiatives, ensuring continuous refinement and alignment with the company's overarching mission.

## 2. Framework

Given its significance across various economic sectors, numerous international studies have demonstrated that gender equality enhances productivity and strengthens human capital. A diverse and inclusive workforce contributes to the optimization of management systems, promotes organizational development, and improves both employee retention and engagement. Moreover, gender diversity fosters creativity and innovation, which are fundamental pillars of competitiveness. It also facilitates fairer and more efficient decision-making while positively correlating the presence of women in leadership roles with improved corporate profitability. Recognizing the vital role that businesses play in fostering a democratic and inclusive society, YliSense has developed and implemented a Gender Equality Policy, structured around a comprehensive plan that addresses the following key dimensions:

- **Strategy, Mission, and Values**
- **Equal Access to Employment**
- **Initial and Continuing Training**
- **Equality in Working Conditions**
- **Parental Protection**
- **Work-Life Balance**
- **Prevention of Workplace Harassment**

This policy is implemented through a **structured four-step process**:

1. **Defining** – Identifying the key challenges and areas requiring intervention.
2. **Planning** – Developing a gender equality strategy, including budgeting and resource allocation.



3. **Acting** – Executing the plan through concrete initiatives and policy enforcement.
4. **Checking** – Monitoring and assessing the effectiveness of the plan to ensure continuous improvement.

By integrating gender equality into its core strategy, YliSense reaffirms its commitment to fostering an inclusive, equitable, and high-performing workplace that drives innovation and sustainable growth.

### 3. Diagnostic method: Definition of the Problem

To effectively define the challenges related to gender equality, YliSense conducted a comprehensive diagnostic assessment using strategic and data-driven methodologies. As part of this process, the executive leadership team developed and distributed a structured questionnaire to all employees. This questionnaire featured binary (yes/no) responses for straightforward data collection, as well as three-option multiple-choice questions to ensure greater accuracy and depth in the analysis.

Based on the results gathered, executive meetings were conducted to assess key findings and determine the most effective objectives for implementation. These discussions also incorporated benchmarking of best practices from other successful companies and national legislative frameworks. As a result, recommendations were made to align YliSense's strategy with proven approaches, further strengthening the company's commitment to gender equality and inclusive workplace policies.

### 4. Intervention plan

YliSense, as a startup company, has developed a plan which contains measures which are in the phase of implementation and measures that are planned for the near term.

#### 4.1 Strategy, Mission and Values

Ylisense is a technology-driven company specializing in knowledge-based modeling and simulations, physics-informed AI, embedded intelligence, founded with the motivation to provide innovative products in the fields of materials informatics, smart polymer manufacturing and structural health monitoring. Established on 1/04/2023, Ylisense operates as a Private Company (IKE). YliSense plans to achieve several significant milestones.

YliSense offers two technological solutions:

- An IR curing and monitoring system for composite parts that consumes 80% energy compared to conventional curing methods.
- A CAD plugin that focuses on circular design of products throughout the design cycle.

Financially, Ylisense has secured initial capital from shareholders' personal funds, EU Horizon projects and commercial contracts. Combining the mission and the strategies of YliSense, with the topic of GEP,



the team of the company has updated accordingly the mission and the strategy in terms of communication (internal and external).

<b>Objective 4.1.1</b>	<b>Publicly assume (internally and externally) the commitment to promoting gender equality</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Inscripting the commitment of promoting equality in the company's mission and values.	Board	No specific costs	The company's mission and values will be inscribed with the commitment to promote equality of genders for the near period.	To be implemented.
Express inscription of commitment to promote equality within strategic documents as a company value (reports, regulations, code of ethics/conduct, submitted projects).	Board	No specific costs.	Strategic documents will be including equality of genders as a company value for the near period.	To be implemented.

<b>Objective 4.1.2</b>	<b>Publicize the Plan for Equality and its strategic importance for YliSense</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Disclose the Equality Plan to all employees	Board	No specific costs	Official disclosure on the company's website, and internal communication by e-mail	To be implemented

<b>Objective 4.1.3</b>	<b>Ensure the implementation of the equality plan, its monitoring, follow-up and sustainability</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Introduction of the theme of Gender Equality in the agendas of management forums, to ensure monitoring the implementation of defined policies and take responsibility and commit to their execution	Board	No specific costs	Preparation of the reports	To be implemented

#### 4.2 Equal Employment Opportunity

YliSense is committed to upholding the principle of Equal Employment Opportunity, ensuring that all individuals have access to fair and unbiased opportunities regardless of gender. This commitment is embedded in the company's policies from the recruitment and selection process through every stage of an employee's professional career.

While certain roles may have specific requirements due to the nature of the work, these criteria are strictly job-related and never gender-based. YliSense remains dedicated to fostering a diverse, inclusive, and merit-driven workplace where all employees can develop, and advance based on their skills, expertise, and performance.

<b>Objective 4.2.1</b>	<b>Contribute to a fair and objective selection and recruitment process for men and women</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status

Creating and implement an internal procedure to ensure that criteria and procedures for selection and recruitment consider the principle of equality and non-discrimination based on sex	Board	No specific costs	The company's mission and values will be inscribed with the commitment to promote equality of genders for the near period	To be implemented
Conducting training actions aimed at people responsible for selection and recruitment interviews on selection and recruitment procedures without gender bias	Board	No specific costs	Training sessions will be held in the near future	To be implemented

<b>Objective 4.2.2</b>	<b>Ensuring the principles of gender equality and non-discrimination in access to employment</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Verification of all job vacancies and other publications linked to pre-selection so that they do not directly or indirectly contain any specific restriction or gender-based preference	Board	No specific costs	Job offer advertisement and other forms of advertising linked to pre-selection without any restriction, direct or indirect, specific or preference based on gender	To be implemented

### 4.3 Initial and Continuous Training

YliSense is committed to enhancing and strengthening the professional skills of its employees throughout their careers, ensuring they are well-equipped to meet the evolving challenges of their respective roles.

As part of this commitment, the company actively invests in training and professional development, recognizing its strategic importance to both individual growth and organizational success.

The training framework is structured around a dynamic and adaptable plan, allowing for modifications based on evolving business objectives and project requirements. This includes hands-on laboratory training, in-depth knowledge of machine operations, advanced programming expertise, and other technical competencies relevant to the company's operations.

Furthermore, the approved training plan has been developed in alignment with the principle of Gender Equality, ensuring balanced representation and equal access to professional development opportunities across all levels of the organization.

YliSense also encourages active participation in a range of professional development activities throughout the year, including seminars, industry-related excursions, keynote speeches, and interactive laboratory sessions. These initiatives foster continuous learning, innovation, and collaboration among employees, reinforcing YliSense's commitment to an inclusive and knowledge-driven workplace.

<b>Objective 4.3.1</b>	<b>Eliminate structural barriers to gender equality</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Developing and integrate the training plan and training options on gender equality	Board	No specific costs	Training content available for gender equality	To be implemented

<b>Objective 4.3.2</b>	<b>Promoting a culture of gender equality in the workplace, favouring management and work practices in line with it</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Development and implementation of awareness and awareness actions that prepare leaders to manage team diversity and gender equality	Board	No specific costs	Holding of internal or external events to discuss issues related to gender equality and women in leadership	To be implemented



#### 4.4 Equality in working conditions

As a growing small business, YliSense places a strong emphasis on the development and optimization of its human capital. To support this objective, the company is implementing a structured performance evaluation system designed to enhance employee development and drive organizational success.

This system will ensure that all employees have clearly defined roles and specializations, along with a comprehensive understanding of performance expectations throughout their professional journey. By establishing transparent performance metrics, YliSense aims to foster a culture of continuous improvement, accountability, and career progression, ultimately enhancing overall efficiency and productivity within the organization.

<b>Objective 4.4.1</b>	<b>Ensuring the principle of equal pay for equal work or work of equal value</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Assessment and monitoring of salary conditions, seek to ensure gender parity control mechanisms	Board	No specific costs	Internal report to monitor the evolution of salary conditions	To be implemented

<b>Objective 4.4.2</b>	<b>Ensuring a fair and objective assessment process for men and women</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Carry out and implement a performance evaluation model to ensure that it excludes any discrimination based on sex and not penalize employees for exercising family responsibilities or any other circumstances	Board	No specific costs	Performance evaluation report	To be implemented

#### 4.5 Parental protection

YliSense guarantees the right to take advantage of parental leave for all employees. All the rights of employees are safeguarded, with temporary replacement during the parental leave if necessary. The period of leave and absences for childcare provided for in the applicable legislation is ensured.

<b>Objective 4.5.1</b>	<b>Promote a culture of encouraging parenting, through the organization and dissemination of support instruments existing in the company</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Encouraging employees to share initial parental leave	Board	No specific costs	Ratio between licenses taken and the number of new parents	Implemented from 2023
Give new parents the parenting kit	Board	No specific costs	Ratio between parenting kits delivered and registrations of new parents	Implemented from 2023

#### 4.6 Conciliation between professional, family and personal life

The issue of Gender Equality must be understood in a broader perspective, encompassing equal opportunities for all genders, in different contexts – professional, family and personal. YliSense mission is to actively contribute to the conciliation between the personal and professional lives of employees and, consequently, to their well-being and professional fulfilment. By that, the company tries to publicize and encourage the adoption of a flexible working model, allowing people to work remotely, to choose workday hours, reduce the weekly workload and many more.

<b>Objective 4.6.1</b>	<b>Promote the reconciliation of professional life with the family and personal life of employees</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status

Encouraging the adoption of flexible work practices, including remote work and flexible hours.	Board	No specific costs	Employees joins telework, remote jobs with flexible hours	To be implemented
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#### 4.7 Prevention of harassment at job

YliSense maintains a zero-tolerance policy toward any form of harassment or conduct that compromises the dignity and well-being of its employees. To uphold a safe, respectful, and inclusive workplace, the company's leadership is developing a comprehensive guiding document that outlines a clear code of conduct, expected behavioral standards, and the corresponding consequences for any violations.

Any behavior that may constitute workplace harassment, as well as any instances where such conduct is witnessed, must be promptly reported with supporting evidence. YliSense has established formal reporting channels and protocols to ensure that all cases are addressed swiftly, fairly, and in accordance with company policies and legal requirements.

Through these measures, YliSense reinforces its commitment to fostering a work environment built on respect, integrity, and accountability.

<b>Objective 4.7.1</b>	<b>Ensuring the prevention and combat of harassment at work</b>			
Measure	Responsible Department	Budget	Indicators	Implementation Status
Existence of the Code written by the board for the Prevention of Harassment at Work	Board	No specific costs	The document will be available from start of the employee and sending it by email to employees	To be implemented

<b>Objective 4.7.2</b>	<b>Prevent and combat the practice of other offenses to physical or moral integrity, freedom, honour or dignity</b>			
Measure	Responsible	Budget	Indicators	Implementation

	Department			Status
Formalizing and communicating procedures to receive and manage suggestions and complaints from employees in the field of gender equality and harassment at work	Board	No specific costs	Communication is being performed	Implemented

## 5. Monitoring the execution of the plan

Following the implementation of YliSense's Gender Equality Plan, it is essential to evaluate its impact and effectiveness. To ensure that the plan achieves its intended objectives, a systematic monitoring process will be conducted using Key Performance Indicators (KPIs). This approach will enable the company to assess progress, identify potential areas for improvement, and determine whether additional measures need to be implemented.

If any of the initiatives fail to meet the established objectives, a re-evaluation process will be undertaken to develop and integrate new strategies and solutions aimed at achieving the desired outcomes. Given the multi-phase nature of this process, it requires dedicated time, effort, and continuous assessment.

For this reason, YliSense is committed to rigorous monitoring, regular performance reviews, and ongoing adjustments to ensure that its Gender Equality Plan remains effective, sustainable, and aligned with the company's broader strategic goals.

## 6. Conclusion

In conclusion, YliSense firmly believes in the power of diversity, recognizing that equitable workplaces foster growth, drive innovation, and enhance overall productivity. The implementation of a Gender Equality Plan extends beyond internal organizational objectives—it aims to promote a broader cultural shift that embraces inclusivity and equal opportunities at every level of the corporate landscape.

By championing fairness and inclusivity, YliSense seeks to influence industry-wide standards, fostering an environment where both men and women can thrive equally, unlocking new avenues for prosperity and sustainable success.

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