

Gender Equality Plan (GEP) - Robetech EMC SRL

Validity period: 2025-2028

Approved by: Executive Management, Robetech EMC SRL

1. Introduction and institutional commitment

Robetech EMC SRL is committed to fostering a workplace grounded in equality, respect, and inclusion. This Gender Equality Plan (GEP) outlines the company's strategic objectives and operational measures to promote gender equality, prevent discrimination, and ensure a safe and supportive environment for all employees.

The plan aligns with European Commission requirements, Romanian legislation, and international best practices. It applies to all staff, including management, technical personnel, administrative staff, and collaborators.

2. Priority areas and measures

2.1. Work-life balance and organisational culture

Objectives

- Ensure a healthy balance between professional responsibilities and personal life.
- Strengthen an organisational culture based on respect, inclusion, and psychological safety.

Measures

- Introduce flexible working arrangements (flexible hours, remote work where feasible).
- Establish internal guidelines for work-life balance, including expectations for managers regarding workload distribution and communication outside working hours.
- Monitor overtime and workload to prevent burnout.
- Provide annual training sessions on inclusive organisational culture, unconscious bias, and respectful communication.
- Implement a confidential support mechanism for reporting stress, excessive workload, or work-life balance concerns.
- Promote family-friendly policies (parental leave awareness, reintegration support, childcare flexibility).

2.2. Gender balance in leadership and decision-making

Objectives

- Increase the representation of women in leadership roles and decision-making bodies.
- Remove structural and cultural barriers that limit equal access to leadership pathways.

Measures

- Set internal targets for gender-balanced representation in management and technical leadership roles.
- Ensure gender-balanced selection committees for promotions and leadership appointments.
- Introduce leadership development programs encouraging women's participation.
- Conduct annual reviews of gender distribution in decision-making structures and publish anonymised statistics.
- Promote transparent criteria for leadership selection and advancement.

2.3. Gender equality in recruitment and career progression

Objectives

- Guarantee equal opportunities for all candidates and employees throughout the employment cycle.
- Ensure fair, transparent, and bias-free recruitment, evaluation, and promotion processes.

Measures

- Use gender-neutral language in all job advertisements and internal communications.
- Require gender-balanced recruitment panels whenever possible.
- Standardise interview questions and evaluation criteria to reduce bias.
- Monitor gender distribution across roles, seniority levels, and salary bands.
- Implement mentorship and career development programs accessible to all genders.
- Conduct annual pay-gap analyses and corrective actions where disparities are identified.

2.4. Integration of the gender dimension into research and/or teaching content

(Applicable to Robotech EMC SRL's R&D, engineering, training, and technical documentation activities.)

Objectives

- Ensure that research, innovation, and training activities consider gender-relevant aspects where applicable.
- Promote awareness of how gender differences may influence technology use, safety, and accessibility.

Measures

- Include gender-relevant considerations in research proposals, methodologies, and impact assessments where appropriate.
- Provide training for R&D staff on integrating gender perspectives into technical research and product development.
- Review training materials, technical documentation, and educational content to ensure gender-neutral language and representation.

- Encourage participation of diverse groups in user testing, validation, and feedback processes.

2.5. Measures against gender-based violence, including sexual harassment

Objectives

- Ensure a safe, respectful, and harassment-free workplace.
- Establish clear procedures for prevention, reporting, and response.

Measures

- Adopt a zero-tolerance policy for gender-based violence, harassment, and discrimination.
- Create a confidential reporting mechanism managed by a designated trained officer.
- Develop clear procedures for handling complaints, ensuring confidentiality, impartiality, and protection against retaliation.
- Provide mandatory annual training on recognising, preventing, and responding to harassment and gender-based violence.
- Display information on rights, reporting channels, and support resources in accessible internal communication channels.
- Conduct periodic anonymous surveys to assess workplace climate and identify risks.

3. Governance, monitoring, and evaluation

Responsibilities

- A dedicated **Gender Equality Officer** or committee will oversee implementation.
- Annual reporting to management on progress, indicators, and corrective actions.
- Public availability of the GEP on the company website.

Monitoring Indicators

- Gender distribution across roles and leadership levels.
- Recruitment and promotion statistics by gender.
- Participation in training programs.
- Number and type of reported incidents (anonymised).
- Employee satisfaction and organisational climate indicators.

4. Conclusion

Robotech EMC SRL reaffirms its commitment to building a workplace where equality, respect, and inclusion are fundamental principles. This Gender Equality Plan is a living document, reviewed annually and continuously improved to reflect organisational needs, legal requirements, and societal expectations.

Chief Executive Officer

Prof. PhD Eng.

Paul BECHET

+40726319271

paul.bechet@emcsb.ro