

Cenaero



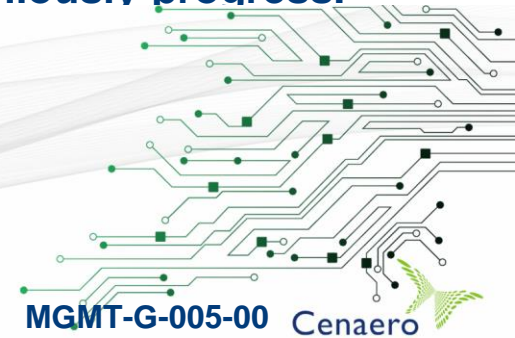
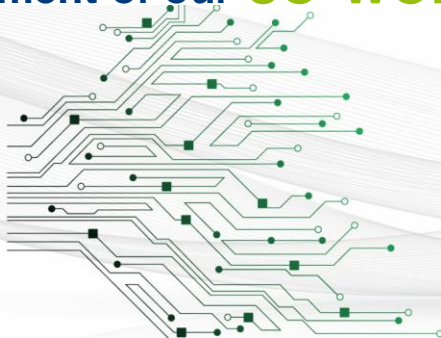
Gender Equality Plan

November 1st 2022

MGMT-G-005-00

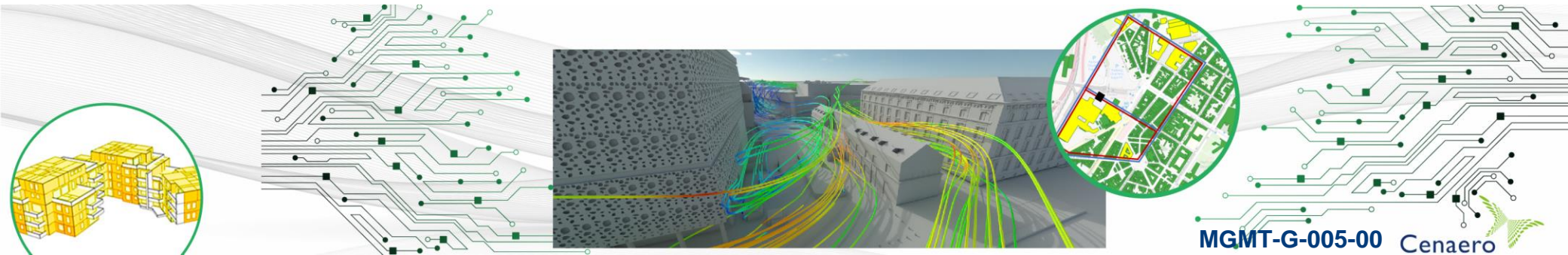
At Cenaero, we believe that diversity is a richness that fosters innovation and creativity. We set up an **open** and **inclusive** working environment, within which each **co-worker** is esteemed and this is embodied in our longstanding **values**, lived by every day (see MGMT-G-002):

- **Passion** drives us. The technological challenges of our partners and customers stimulate our creativity and our envy to continuously improve ourselves. Scientific rigor and intellectual curiosity nourish our passion for high-quality work.
- We make it a priority to establish a **trustworthy** long-term relationship with our partners and customers, as well as within the Cenaero team.
- **Boldness** moves us forward to ambitious projects. We solve these challenges by mobilizing our willingness, our competences, our organization and our capability to master risks.
- We believe our team is the source of our success. Therefore, we care for the personal development of our **co-workers** and seek to make them harmoniously progress.



Cenaero's statutes and modes of operation are fully compliant with the Charter of fundamental rights of the European Union. The **absence of any discrimination** based on gender, sex, racial or ethnic origin, religion or beliefs, disability, age or sexual orientation has been a **cross-cutting basic principle** since Cenaero's creation.

Cenaero has indeed continuously applied measures to promote gender balance and diversity. As concrete resulting examples, Cenaero offers a multi-cultural environment demonstrated by its diversity of nationalities (~10 different nationalities for approximately 85 people in 2022) and a male/female parity within the Management Committee since 2015.

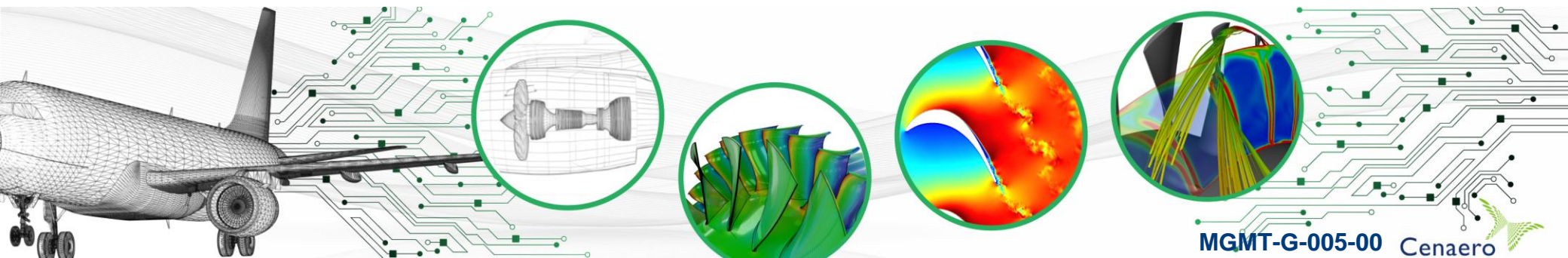


A Gender Equality Plan – Why ?

The challenges associated with addressing gender inequality and persistent inequality among marginalized communities have never been more apparent than today.

Cenaero has hence explicitly engaged into a formal **diversity and inclusion policy** and into **combating stereotypes and bias** and all forms of resulting discrimination.

The GEP put in place by Cenaero fulfills the 4 mandatory process-related requirements set forth within the Horizon Europe Programme and addresses 4 of its 5 recommended content-related (thematic) areas.



Dedicated Resources

HR Resources

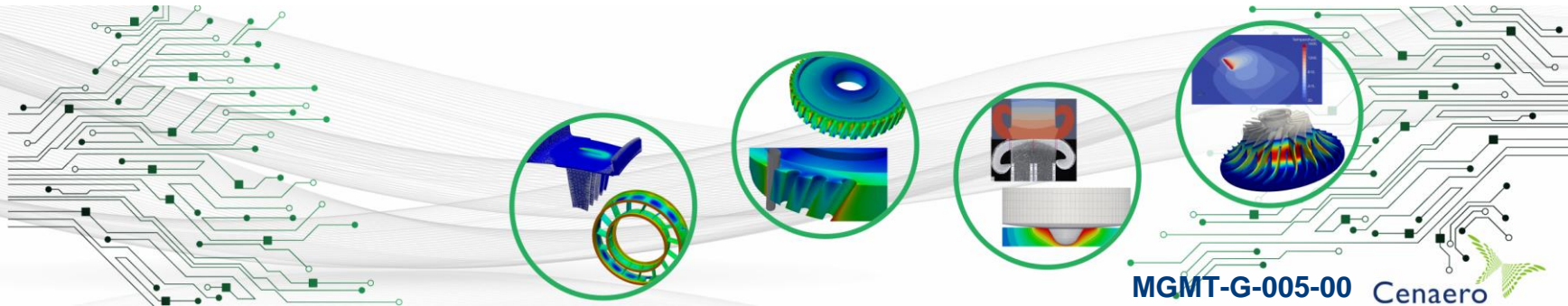
- Philippe Geuzaine, General Manager and People Manager
- François Thirifay, Operations Manager and Quality Manager
- Nadine Soudant, HR officer and entitled Prevention Advisor

Research Resources

- Caroline Sainvitu, Machine Learning Theme Leader
- David Dumas, High Performance Composites Theme Leader
- Ingrid Lepot, Technology Programs Manager and Aerospace Business Development Manager

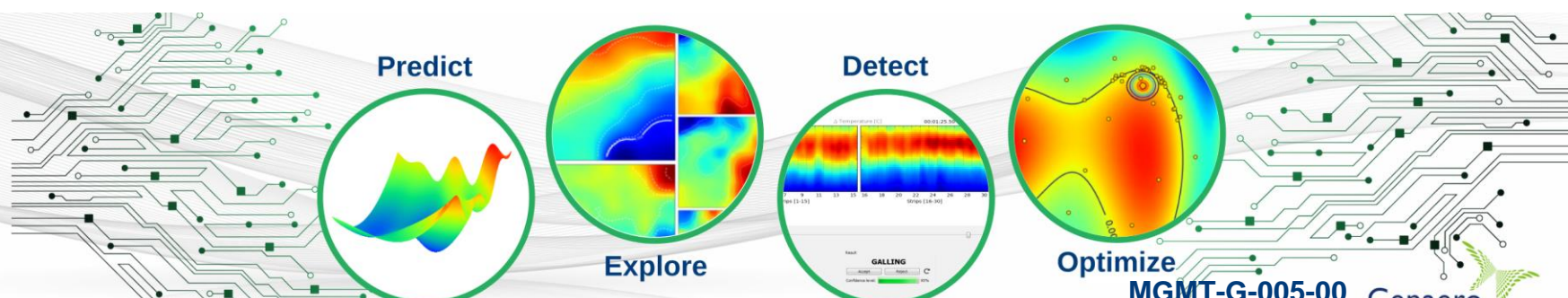
Other Resources

- Cécile Goffaux, Communication Manager and New Business Development Manager



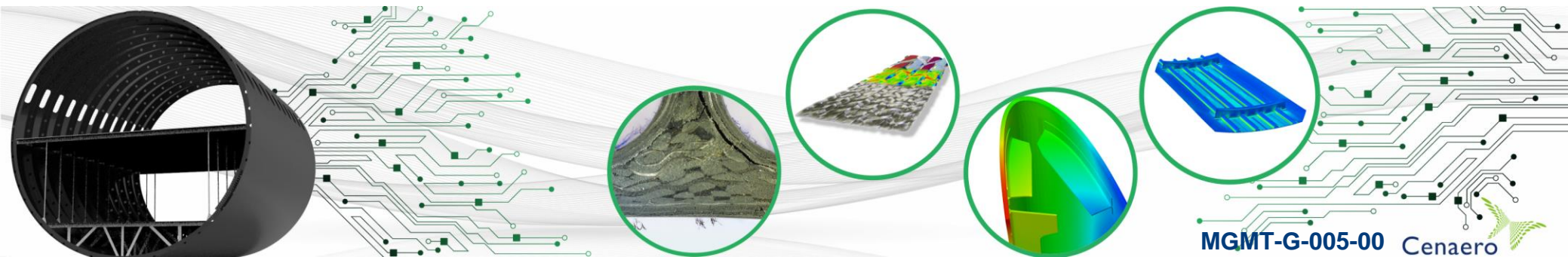
Data Collection, Analysis and Publication

- **Cenaero collects annual key figures related to gender-related information, from head count to track representation of women in the different roles and positions, to more specific data related either HR (salary wage, parental leaves, job applications) or to research.**
- **KPIs are defined, collected, recorded in Cenaero's Quality Management System dashboard and, as such, are analyzed at least quarterly within the QMS steering committee reviews.**
- **The objective is to identify areas that need improvement and define measures towards more inclusion. Relevant data are also to be published in Cenaero's annual report.**



Collected KPIs and Associated Targets

Key Data Areas	KPI's	Targets
Career progression	Salary gap by function/role group	Monitoring
	% turnover (last 12 months) F/M/X on total population	Monitoring
	Participation rate F/M/X in trainings	Monitoring
Diversity	% F/M/X on total population	Monitoring
	% F/M/X by age group	Monitoring
	% F/M/X on international population	Monitoring
Leadership	% F/M/X in leader and manager positions	Monitoring
	% F/M/X of function/role evolution	Monitoring
Recruitment	% F/M/X in new positions (by function/role)	Monitoring
	% F/M/X by type of diploma	Monitoring
Work/life balance	Number of thematic leaves	Monitoring
	Homeworking by function/role	Monitoring
Research	Number of projects per Project Leader % F/M/X	Monitoring
	Total budget per Project Leaders % F/M/X	Monitoring



Horizon Europe Recommended Content-related Areas



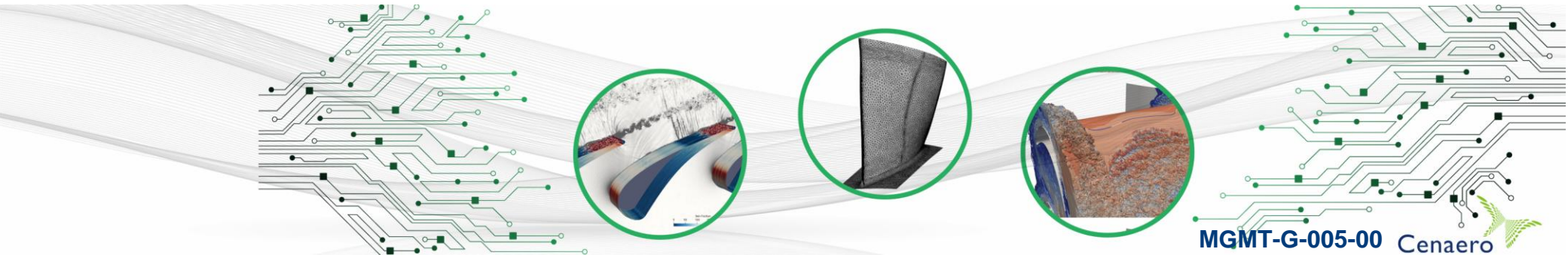
Work-life balance and organisational culture

- Homeworking (up to 2 days per week) available for every co-worker
- Support for family friendliness
- Help in work-life balance through proper information in terms of thematic leaves
- Openness to dual careers



Gender balance in leadership and decision-making

- Male/female parity within the Management Committee since 2015
- Technological leadership by women in almost 20% of Cenaero's strategic themes



Horizon Europe Recommended Content-related Areas



Gender equality in recruitment and career progression

- EU code of conduct for the recruitment of researchers respected
- Decision-makers awareness-raising and training on gender equality and unconscious gender biases in order to combat stereotypes in assessment and selection procedures
 - Foreseen awareness-raising and training extension to all staff in 2023

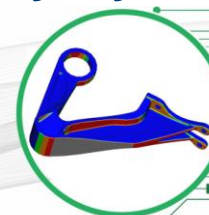
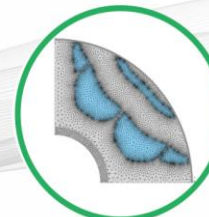
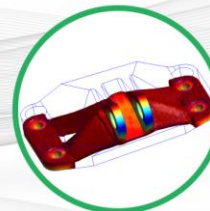
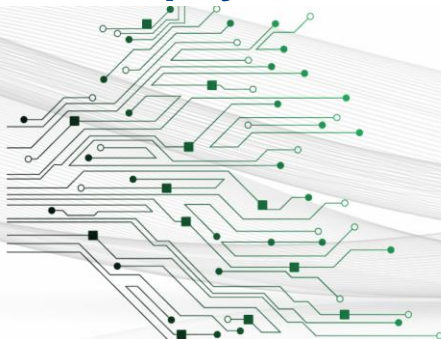
Integration of the gender dimension into research/teaching contents

Not applicable



Measures against gender-based violence, including sexual harassment

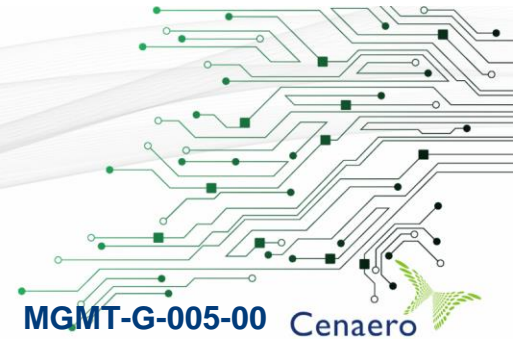
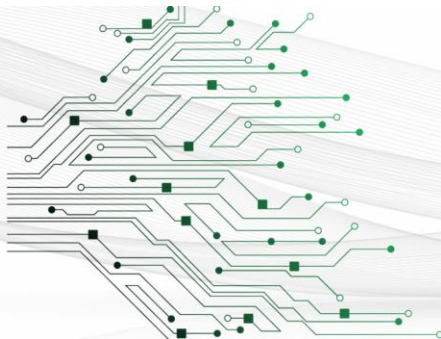
- A prevention advisor has been appointed, trained and is available for complaints, mediation and psychological support
- External psycho-social risks assessment performed every 5 years



Internally & Externally

Cenaero's diversity and inclusion policy is a code of conduct which applies at Cenaero premises but also to any external staff commitment related to work (e.a. at meetings, events, seminars, conferences, fairs and all social interactions).

Cenaero's diversity and inclusion policy is fully supported by the board of directors, the management committee and all staff in leadership positions. It has been agreed and shared with all co-workers.



Self-declaration Gender Equality Plan

Cenaero welcomes the European Commission's formal requirement and shares the desire to ensure gender equality in its research and development activities. Cenaero has therefore initiated the process to create and implement a Gender Equality Plan (GEP). This GEP, in addition to recording key quantitative and qualitative indicators in an annual report, will be a dynamic process of objectives and guidelines that will be anchored in Cenaero's HR policy.

The GEP will be implemented in Cenaero A.S.B.L. and in Cenaero France S.A.S.U. by November 1st 2022.

Philippe Geuzaine
General Manager

