1. Introduction

Black Hole Networks is committed to fostering an inclusive, diverse, and respectful workplace where gender equality is prioritized. Our GEP aligns with the European Commission's Horizon Europe requirements, ensuring compliance while promoting innovation and excellence.

2. Core Values

● Equality: Equal opportunities for all, irrespective of gender or other personal characteristics.
● Respect: Valuing diverse contributions.
● Fairness: Ensuring equal access to opportunities and resources.
● Inclusivity: Creating a supportive environment for everyone.
● Well-being: Prioritizing the health and satisfaction of our employees.

3. Objectives

1. Increase Representation: Achieve a minimum of 40% female representation in leadership within three years.
2. Foster an Inclusive Culture: Promote gender equality and challenge stereotypes.
3. Support Work-Life Balance: Implement flexible work arrangements and family-friendly policies.
4. Enhance Career Development: Provide tailored professional development for women.
5. Promote Gender-Sensitive Research: Address gender dimensions in research and innovation activities.

4. Actions

Data Collection and Monitoring

● Metrics: Track gender representation, pay gap, and satisfaction surveys.
● Methodology: Biannual data collection using HR records and surveys.
● Confidentiality: Strict privacy protocols to protect individual anonymity.

Recruitment and Selection

● Targeted Outreach: Collaborate with organizations promoting women in STEM.
● Bias Training: Mandatory unconscious bias training for recruiters.
● Diverse Panels: Ensure diverse representation in interview panels.

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Training and Awareness

● Training Content: Conduct sessions on unconscious bias, inclusivity, and systemic biases.
● Awareness Campaigns: Regular internal campaigns to highlight gender equality.

Flexible Work Arrangements

● Eligibility: Open to all employees.
● Types: Offer part-time, flexible hours, telecommuting, and job-sharing.
● Evaluation: Annual surveys to assess satisfaction.

Mentoring and Sponsorship Programs

● Structure: Pair female employees with senior leaders for mentoring and sponsorship.
● Training: Provide effective mentoring training.

Gender-Sensitive Research and Innovation

● Impact Assessments: Conduct assessments for all projects considering gender impact.
● Gender-Disaggregated Data: Collect and analyze gender-specific data.

Due Diligence

● Background Checks: Conduct thorough checks on all collaborators.
● Sanctions Screening: Ensure compliance with international regulations.

Lean, Agile, and Scrum Methodologies

● Implementation: Adopt Agile methodologies with comprehensive training.

Professional Support

● Psychologists: Offer confidential counseling services.
● Diversity Experts: Engage experts for training and assessments.

5. Non-Discrimination Policy

Black Hole Networks upholds a strict non-discrimination policy, with clear procedures for

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reporting and addressing discrimination or harassment.

6. Monitoring and Evaluation

● Annual Review: Assess progress against KPIs, such as female representation in leadership and gender pay gap.
● Data Tracking: Monitor trends using a centralized dashboard.
● Feedback Mechanisms: Regular surveys and focus groups for continuous improvement.

7. Responsibilities

All employees are responsible for implementing the GEP, with oversight by a designated GEP coordinator.

8. Communication

This GEP will be communicated to all employees and stakeholders through multiple channels, including the company website, intranet, newsletters, and town halls.

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