

Process / Document: Gender Equality Plan – Paques Biomaterials

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Purpose and Commitment

Paques Biomaterials is committed to fostering an inclusive, diverse, and equitable workplace where all employees, regardless of gender, have equal opportunities to contribute, develop, and succeed. This Gender Equality Plan (GEP) outlines our objectives and actions to ensure fairness, respect, and equal treatment across the organization.

Scope

This plan applies to all employees, management, board members, interns, and external collaborators of Paques Biomaterials. It is aligned with Dutch labor law, EU equality principles, and the company's values.

Key Objectives

- Ensure equal opportunities in recruitment, career development, and leadership
- Promote gender balance at all levels of the organization
- Prevent gender-based discrimination, harassment, and bias
- Support work–life balance for all employees

Actions and Measures

1. Recruitment and Career Development

Paques Biomaterials will use gender-neutral job descriptions, diverse hiring panels where feasible, and objective selection criteria. Career progression will be based on transparent performance and competence-based criteria.

2. Leadership and Decision-Making

The company aims to gradually improve gender balance in management and leadership roles by encouraging diverse talent pipelines, mentoring, and equal access to leadership development opportunities.

3. Pay Equity

Compensation is based on job function and experiences and does not take into account gender. Any identified gender pay gaps will be analyzed and addressed.

4. Work–Life Balance

Paques Biomaterials supports flexible working arrangements where possible and respects parental leave rights for all genders, encouraging shared caregiving responsibilities.

5. Safe and Inclusive Workplace

The company maintains zero tolerance for harassment or discrimination. Employees have access to confidential reporting channels, and all concerns will be handled promptly and respectfully.

Implementation and Monitoring

Management is responsible for implementing this plan. Progress will be reviewed periodically using available workforce data, employee feedback, and internal evaluations. The plan will be updated as the organization grows and evolves.

Paques Biomaterials management team

06-05-2026