

Gender Equality Plan (GEP) of NET-Automation GmbH

1. Introduction and Commitment

NET-Automation GmbH is committed to promoting gender equality and diversity across all levels of the organization. We recognize that equality of opportunity and inclusion are essential for innovation, long-term business success, and our role as a high-tech SME in the European market. This GEP has been formally adopted by top management and published on the company's website.

2. Process-related building blocks

2.1 Publication

- This GEP is a formal, public document approved by the management board.
- It will be accessible on the company's website and updated at least every two years.

2.2 Dedicated resources

- Appointment of a **Gender Equality Officer (GEO)** responsible for monitoring and coordinating gender-related actions (Mag. Sylvia Theuermann).
- Allocation of management support and HR resources to implement the plan.
- Access to external gender expertise when needed.

2.3 Data collection and monitoring

- Annual collection of **sex/gender-disaggregated data** on employees (recruitment, career progression, training, salaries, leadership positions).
- Annual reporting to management, including indicators and progress toward targets.
- Use of KPIs to measure improvements (e.g., gender balance in recruitment, training participation, promotion rates).

2.4 Training and awareness

- Regular awareness-raising workshops on gender equality and unconscious bias for staff and management.
- Inclusion of gender equality modules in onboarding processes.
- Training for recruiters and team leads on fair recruitment and promotion procedures.

3. Content-related priority areas and measures

3.1 Work-life balance and organizational culture

- Flexible working hours and remote work arrangements where possible.
- Support for parental leave (both women and men) and reintegration after leave.
- Zero-tolerance policy on discrimination and harassment, clearly communicated to staff.

3.2 Gender balance in leadership and decision-making

- Commitment to gradually increase female representation in leadership positions.
- Establishment of transparent criteria for promotions and leadership appointments.
- Gender balance considered in project teams and decision-making boards.

3.3 Gender equality in recruitment and career progression

- Gender-neutral job postings and active outreach to female candidates in engineering and IT.
- Ensuring gender-balanced shortlists where feasible.
- Transparent salary schemes and career paths to avoid gender pay gaps.

3.4 Integration of the gender dimension into research and innovation

- Consideration of gender aspects in R&D projects where relevant (e.g., user acceptance studies, ergonomics, AI bias mitigation).
- Inclusion of gender as a cross-cutting element in publicly funded research projects.

3.5 Measures against gender-based violence and harassment

- Clear code of conduct, signed by all employees.
- Anonymous reporting channel for incidents.
- Designated Gender Equality Officer and external contacts for confidential support.
- Mandatory anti-harassment training for all employees.

4. Monitoring and Evaluation

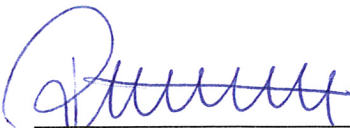
- Annual GEP progress report prepared by the Gender Equality Officer and reviewed by management.
- KPIs tracked annually (e.g., % of women in technical roles, % of women in leadership, training participation rates).
- Adjustments made to targets and measures based on monitoring results.

5. Duration and Review

- This GEP is valid from 2025–2028.
- Annual progress reports will be submitted to management and made publicly available.
- The plan will be comprehensively reviewed and updated every two years.

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