

## Gender Equality Plan (GEP)

### 1. Introduction

The FEhS Institute for Building Material Research e.V. (FEhS Institute) is committed to equal opportunities and diversity, even in traditionally male-dominated research environments such as the steel and building materials industries. This Gender Equality Plan (GEP) establishes a framework to actively promote equality, avoiding rigid quotas and unrealistic requirements. Our goal is to foster a fair and inclusive work environment for all employees.

### 2. Objectives of the Gender Equality Plan

Our Gender Equality Plan is designed to promote continuous improvement in gender equality at our institute. This involves promoting gender balance at all levels, improving work-life balance, and ensuring transparent recruitment and promotion procedures. Additionally, we intend to raise awareness of gender issues in research and institutional structures to bring about sustainable change.

### 3. Measures and strategies

#### 3.1 Organisational culture and awareness-raising

To promote a fairer and more inclusive corporate culture, an equality officer has been appointed to coordinate the implementation of equality measures and act as a central point of contact for these issues. Information events on topics such as equal opportunities, unconscious bias and diversity are organised to raise employee awareness. Management is specifically made aware of gender-specific challenges in order to integrate equality into decision-making processes.

#### 3.2 Personnel policy and recruitment

To avoid discrimination in the recruitment process, all job advertisements are checked for gender-neutral wording. In addition, a structured selection process has been established to minimise unconscious bias. Specifically addressing female talent in university networks is intended to increase the number of qualified female applicants and achieve a more balanced gender distribution in the long term.

#### 3.3 Career development and equal opportunities

The FEhS Institute is committed to transparent promotion criteria, ensuring that promotion opportunities are organised fairly for all genders. Internal career development measures are designed and implemented with gender equality in mind. Additionally, steps are taken to increase the visibility of women in management roles, with the aim of achieving greater diversity at management level in the long term.

### 3.4 Work-life balance and compatibility of work and private life

To improve work-life balance, we will examine whether introducing more flexible working hours is compatible with operational processes. The possibility of working from home for administrative and research activities is being considered and, where feasible, implemented. Additionally, meeting times are being optimised to align with family commitments, such as avoiding late evening appointments.

### 3.5 Gender dimension in research

The FEHS Institute is committed to ensuring that gender aspects are considered in research projects where it is professionally appropriate to do so. This includes reflecting gender-specific effects in studies and promoting diverse teams in research projects to include different perspectives.

## 4. Monitoring and evaluation

To measure progress in implementing gender equality measures, the institute carries out an annual survey on gender distribution. The designated contact person for gender equality issues regularly reviews these measures and proposes adjustments where necessary. Strategic adjustments are made based on the evaluation results to ensure continuous improvement.

## 5. Responsibility and implementation

Overall responsibility for implementing the gender equality plan lies with the management, who ensure that the defined measures are adhered to. The contact person for gender equality issues coordinates gender equality measures and serves as a point of contact for employees. Additionally, a culture of openness is promoted, in which all employees can contribute to improving equal opportunities.

This plan is valid on an ongoing basis, and is reviewed and updated regularly. You can find it on the FEHS Institute website.

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Thomas Reiche