

# Gender Equality Plan

## STATUS QUO



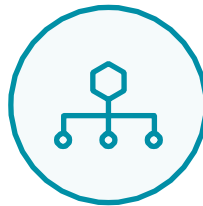
### TEAM

Target:  $\geq 50\%$  women

**Current state:**

13 Team-Members

♀:10 | ♂:2



### MANAGEMENT

Target:  $\geq 50\%$  women

**Current state:**

6 Team-Members

♀:5 | ♂:1



### RESEARCHERS

Target:  $\geq 50\%$  women

**Current state:**

9 Researchers

♀:7 | ♂:2



### SALARY

The pay scale and the associated development stages are based on the collective agreement for employees in the non-university research sector. The regulation includes in § 2 Protection against discrimination and sees itself as a means of implementing the principle of equal treatment in non-university research and preventing discrimination on the grounds of age, gender, sexual orientation, physical disability, social or regional origin, ethnic or national affiliation, religious affiliation or political views.



### RECRUITING

To ensure the protection against discrimination, one male and one female person are always responsible for the recruiting process and the evaluation of the candidates.

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## ONGOING INITIATIVES



### MEASURES

✔ **All targets have been achieved.**

Our main goal is to ensure that we maintain these targets. A team meeting will be held once a year to evaluate the gender equality plan, its targets and measures.

### TRAININGS

In order to evaluate the topic of gender equality within the team, all employees are made aware of the issue and are surveyed about the topic at least once a year in the course of a team-works session.

### BNN CONTACT

A contact person from the team has been appointed for internal gender equality issues and is available to all employees. If you have any further questions please contact [office@bnn.at](mailto:office@bnn.at).

### BENEFITS FOR ALL EMPLOYEES



Flexible working hours



Good accessibility



Possibility to work from home



Business mobile phone



Own Laptop



Further training



Free coffee

A handwritten signature in blue ink that reads 'Zell Andreas'.

Signature CEO