

Gender Equality Plan

STATUS QUO



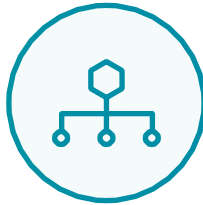
TEAM

Target: $\geq 50\%$ women

Current state:

12 Team-Members

♀: 8 | ♂: 4



MANAGEMENT

Target: $\geq 50\%$ women

Current state:

7 Team-Members

♀: 5 | ♂: 2



RESEARCHERS

Target: $\geq 50\%$ women

Current state:

10 Researchers

♀: 6 | ♂: 4



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.

Gender Equality Plan

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.

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