

Gender Equality Plan

version 1.0

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Approved by	Executive Board, Hematainer Biotechnology and Health Products Inc. Kayseri, Türkiye
Reasons for modification	Initial version

1. Framework Introduction

Gender equality is a cornerstone of social progress and sustainable innovation. It represents not only a fundamental human right but also a key driver for building fair, inclusive, and resilient organizations. As highlighted by the United Nations Sustainable Development Goal 5 (SDG 5) – *Achieve gender equality and empower all women and girls* – the elimination of gender-based disparities and the promotion of equal participation across all sectors are essential for advancing global well-being.

In Türkiye, gender equality is upheld by the Constitution and reinforced through national labour and higher education frameworks, recognizing it as both an ethical commitment and a legal responsibility. Within this context, Hematainer Biotechnology and Health Products Inc. embraces gender equality as a strategic pillar of its culture, research environment, and innovation capacity.

Acknowledging that diversity enhances creativity and performance, Hematainer is committed to implementing a Gender Equality Plan (GEP) aligned with the Sustainable Development Goals and the principles of Horizon Europe. This plan defines clear objectives, measurable targets, and concrete actions to ensure equal rights, opportunities, and representation for all members of the organization, thereby contributing to a more inclusive scientific and entrepreneurial ecosystem.

2. Policy Statement

Hematainer is fully committed to promoting gender equality, diversity, and inclusion in all aspects of its operations, research, and innovation activities. This policy outlines the company’s strategic actions and measurable commitments to ensure that gender balance, equal opportunities, and fair treatment are integrated into corporate culture and governance. The policy applies to all employees, researchers, interns, and collaborators affiliated with Hematainer.

3. Purpose and Scope

This Gender Equality Policy aims to establish a clear institutional framework that aligns with the principles of the European Commission’s Horizon Europe Gender Equality Plan requirements. It ensures that gender equity is embedded across leadership, recruitment, work-life balance, research design, and workplace safety.

4. Legal and Strategic Framework

This policy complies with national and European legislation on gender equality, including the Turkish Labour Law and the European Union Gender Equality Strategy (2020–2025). It also adheres to Horizon Europe’s mandatory GEP criteria: public availability, dedicated resources, data monitoring, and training commitments.

5. Core Action Areas

5.1 Leadership and Governance

Currently, the founding team consists of three male partners. The company acknowledges this gender imbalance and has defined actions to promote more inclusive leadership structures as the organization grows.

Key Actions:

- ✓ Appoint a Gender Equality Officer from the R&D team by Q1 2025.
- ✓ Integrate gender equality commitments into the company's internal charter and decision-making processes.
- ✓ Ensure gender balance in all recruitment and promotion rounds by 2026.

5.2 Recruitment and Career Development

Hematainer will implement transparent, non-discriminatory hiring practices and support the professional advancement of women in science and technology. Two female researchers from currently contribute to Hematainer's R&D team, serving as role models for future recruits.

Key Actions:

- ✓ Establish long-term contracts for female research assistants after graduation.
- ✓ Introduce a Women in Science Mentorship Program.
- ✓ Maintain partnerships with local universities to encourage female participation in STEM internships.

5.3 Work–Life Balance and Organizational Culture

Hematainer promotes a flexible, family-friendly work environment that supports the well-being of all staff. As a growing SME, flexibility in scheduling and remote working will be formalized through a written policy.

Key Actions:

- ✓ Introduce flexible working and remote work options.
- ✓ Provide well-being and mental health sessions twice a year.
- ✓ Develop an inclusive Code of Conduct reflecting diversity and respect.

5.4 Gender Dimension in Research and Innovation

Gender considerations will be integrated into all R&D processes, including data analysis, study design, and participant recruitment. The goal is to ensure that Hematainer's micro-sampling and metabolomics technologies address both male and female biological diversity.

Key Actions:

- ✓ Conduct sex-disaggregated data analysis in metabolomic studies.
- ✓ Ensure balanced participation of male and female volunteers in clinical trials.

- ✓ Publish results incorporating gender analysis where applicable.

5.5 Safe and Inclusive Workplace

Hematainer maintains a zero-tolerance policy toward harassment, discrimination, or gender-based violence. A confidential reporting mechanism will be established to ensure a safe environment for all employees.

Key Actions:

- ✓ Establish an anonymous reporting channel by 2025.
- ✓ Deliver annual awareness and prevention training.
- ✓ Provide access to professional psychological and legal support where needed.

6. Governance and Implementation

The Gender Equality Officer, appointed from the R&D team, will coordinate the implementation of this policy under the supervision of the CEO. Progress will be monitored through regular meetings and annual reports submitted to the Executive Board.

7. Monitoring and Evaluation

Key performance indicators (KPIs) will track progress in leadership representation, recruitment balance, and inclusion in research. Annual Gender Equality Reports will summarize progress and define improvement measures.

8. Public Availability and Continuous Improvement

This policy will be made publicly available on Hematainer's website and updated periodically to reflect progress and new goals. Hematainer commits to continuously improving its inclusivity practices and contributing to gender equality within the biotechnology sector.

Approved on: January 2025

Signed by all co-founders of Hematainer Biotechnology Ltd.

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