



GENDER

EQUALITY

PLAN

# TABLE OF CONTENTS

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01

Introduction

02

Statement

03

Strategic Context

04

Objectives & Scope

05

Accountability & Responsibility

06

Objective & Scope

07

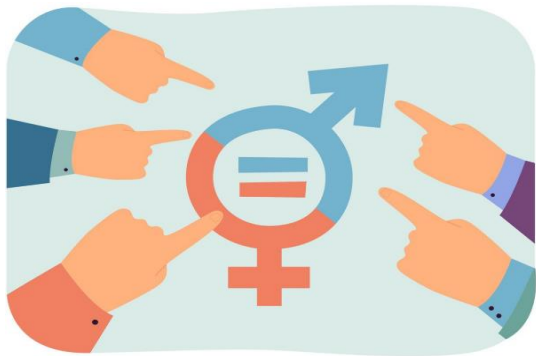
Strategies & Measures of Success

## INTRODUCTION

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Gender balance has been in the DNA of Strata Innovation & Growth since its foundation. Our gender balance policy is embedded into our growth strategy, and we are working firmly to maintain it in our corporate culture at all levels.

Our approach to gender equality stems from our activities and efforts on workplace equality over the course of more than 3 years, and it is centred on our goal:



We aim to establish a gender-responsive culture that recognizes gender equality as a fundamental

This Gender Equality Plan (GEP) summarizes Strata's approach and purpose regarding gender equality (GE). It shows the measures that are being taken, and outlines the organization's strategy to achieve and expand GE as a goal. It is meant to be a live document, that is frequently updated to reflect new initiatives and advancements.

## STATEMENT

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Since its foundation, Strata Innovation & Growth has set the promotion of gender equality and equal opportunities as a high priority, ensuring gender balance within the organization and considered in the programmes it supports. Gender issues are, in fact, essential to Strata's values and the achievement of its vision. It is embedded in ourselves and it's part of us.

“Currently, women represent around 60% of our team and 33% of our management profiles.

Although these figures are encouraging, we keep challenging attitudes and implementing new ideas to boost the advancement of gender equality.”

We stand for Gender equality as the non-discrimination and the protection of fundamental human rights.

In light of this, we also acknowledge that gender is non-binary, that there are other gender identities besides men and women, such as LGBTI+, and that many of these identities are associated with systematic violence and discrimination against their bearers.

Strata is in favour of treating every member of the LGBTI+ community fairly and with equal rights within our organisation.

## STRATEGIC CONTEXT

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Strata Innovation & Growth is composed of an international team of experts in technology, science, tech-transfer, and innovation that helps tech companies leverage cutting-edge fundraising and go-to-market strategies to finance their innovation projects and grow.

The majority of the workforce is female, age groups vary from 20 to 65, and there is also a diversity of cultural backgrounds as workers belong to different nationalities. These facts favour worker integration and are aligned with Strata's goals to promote a safe and multicultural environment. Today, the organization is still small with women having strong representation in senior leadership roles, managerial roles, and specific discipline areas.

We work across different skill sets, technologies and geographies, delivering consulting work such as funding proposals, business plans, financial plans, Intellectual Property strategies and strategic business contracts, all of them driving innovation and business growth.

Our cooperative model provides a conducive work environment for all employees, both women and men, as all of them are given the same opportunities and their decisions carry the same weight.

## OBJECTIVES & SCOPE

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The main goal of this GEP is to facilitate the integration of gender into our organizational practices and to act as a tool and framework for improving gender equality in the workplace.

Simultaneously, this GEP seeks to advance gender equality through research, project design, programs and practices that consider the disparities in labour market participation between genders and actively support equality among individuals of different gender identities.

For the plan to be effectively implemented, all employees as well as contractors must be committed, and the organization must support initiatives aimed at improving staff and collaborators knowledge and abilities to facilitate effective gender balance in their respective fields of expertise.

The proactive goal of Strata is to serve as a model for different organizations seeking to promote gender equality and recommend some innovative and efficient practices.

This Gender Equality Plan gathers the measures to ensure that equality for all genders in the company are clearly established and expressed. Strata sets itself the following goals with regard to the equality of all genders as we hereby express:

1. **Reach a balanced share of women** in the company within all layers, contractors, employees and management.
2. **Performance-based pay**, free from discrimination: Every employee and contractor receives a competitive and fair salary/fee based on market standards and experience. We take care that even potential implicit biases do not lead to unfair salary/payment differences. This is ensured by annual controlling and special controls at the time of initial employment and contracting with all our collaborators.
3. **Family friendly employer**: Strata promotes and defends family-friendly working time models (home office, part-time,...) as far as possible. Strata's working models foster fully flexible timetables, parental leaves, location flexibility and fully remote work for most of our collaborators and employees.
4. **Female role models**: Strata hires and promotes women at management levels.
5. **Gender-appropriate communication**: Strata takes great care to use gender-neutral terms in its external and internal communication.
6. **Gender-balanced customers**: We do not only pay attention to gender equality in our own company, but also understand that we can influence our industry. We actively promote female-led companies towards the different funding instruments and push gender balance policies in our clients.

# ACCOUNTABILITY & RESPONSIBILITY

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## 01 – Responsibility

An equality officer has been appointed to make sure all measures are being taken seriously and equality is achieved. The equality officer must ensure that all employees and collaborators are informed and follow the rules established.

The equality officer is Sara Gavidia: sara.gavidia@strata.team.

## 02- Communication

The equality officer is accountable for making sure staff members and collaborators are informed about the gender equality strategy and for taking corrective action in cases when prejudice is noticed or reported.

## 03- Monitoring

The equality officer's task is to continuously monitor the situation and revise the plan as needed to account for new actions and developments while they are on duty.

## 04- Data Collection

In addition to gathering data about gender and other pertinent factors, the equality officer is responsible for evaluating and considering the gendered components of their particular fields of expertise.



## OUR KEY FOCUS AREAS

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Strata is fully committed to providing equal opportunities for all employees, workers and job applicants, and to eliminating unlawful and unfair discrimination based - among others - on gender, sexual orientation, gender reassignment, pregnancy, maternity and paternity. Equality principles include direct and indirect discrimination, peer pressure, victimisation and harassment.

We strive to create and maintain a gender balance through equal opportunity hiring strategies and by creating a positive working environment prioritising work-life-balance, in particular:



Status, pay and opportunities are equal for everyone



Job offers are open to everyone on equal terms



Work/life balance (parental leave, flexible timetables, working from home where feasible) is part of our core values. No meetings are held after 4 pm.



Any discrimination or harassment is identified rapidly and adequately sanctioned, involving higher management where necessary