

GENDER EQUALITY P L A N

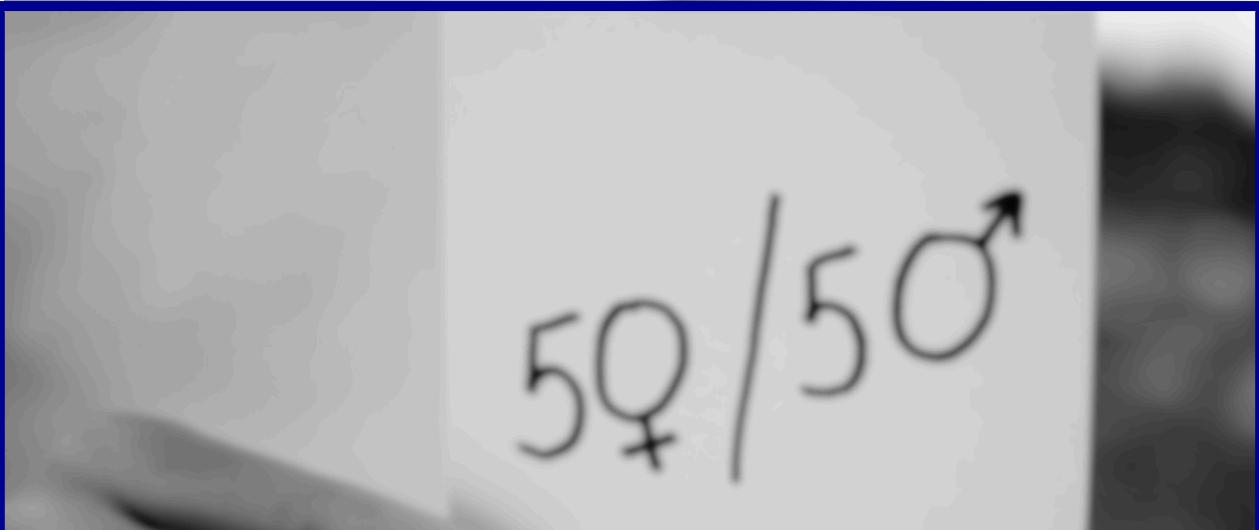


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INTRO

This Gender Equality Plan (GEP) is established pursuant to European Commission guidelines, relating to professional gender equality.

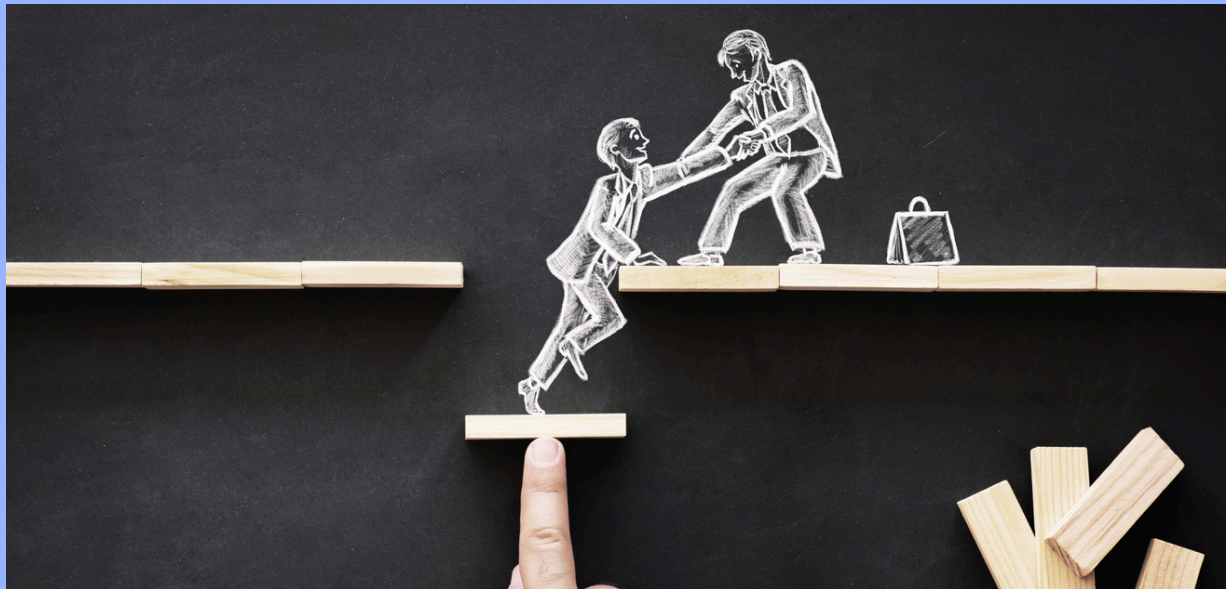
It is based on a diagnosis of the current workforce and on the reflexions of a working group including volunteer employees, a Work Council member, human resources (HR) and the operations Director.

Writing a GEP is seen by ECRIN as an opportunity to reaffirm its will to respect and develop equal opportunities and treatment at all stages of professional life, to go further into gender equality and to improve its practice in a continuous improvement process.

The previous GEPs have already lead to actions and concrete measures that we believe have an impact on gender equality and employee's well-being: updating appraisal; setting up professional interviews; the right to disconnect charter; the teleworking charter taking into account health situation and allowing to work from abroad; information about ECRIN life insurance and French pension system; training to raise awareness about sexual harassment and sexism; increase of the number of days for sick child care.

ECRIN wants to continue to tackle gender equality challenges and implement an action plan covering the 5 recommended areas:

- **Work-life balance and organisational culture;**
- **Gender balance in leadership and decision-making;**
- **Gender equality in recruitment and career progression;**
- **Integration of the gender dimension into research and/or teaching content;**
- **Measures against gender-based violence including sexual harassment.**



CHALLENGES

METHODOLOGY & ANALYSIS OF ECRIN'S SITUATION

This GEP is based on the work of a dedicated staff working group, including a work council member.

The GEP working group members are volunteer, they commit to be part of the working group for a minimum of one year (conception of the plan, implementation and assessment).

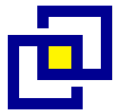
ECRIN's gender equality situation can be considered as stable. ECRIN runs an annual employee satisfaction survey which enables an objective analysis based on figures.

ECRIN's situation is strongly conditioned by two factors:

- Clinical trials positions are mostly occupied by women in France. As a consequence, ECRIN tends to receive more applications from female candidates.
- ECRIN is a small organisation. As a consequence, career progression is limited.

Despite these factors, the working group is being inventive, in particular on questions for supporting work-life balance, and to work on what can be improved, even by a small margin.





LIST OF CHALLENGES IDENTIFIED

01 HAVING A BETTER BALANCE IN THE PROPORTION OF MALE/FEMALE STAFF

The current staff is composed of 20% male and 80% female members, which is representative of clinical trial organisations in France.

02 PROMOTING EQUAL ACCESS TO TRAINING AND PROFESSIONAL OPPORTUNITIES

Though the gender audit did not show inequalities, it seems important to retain processes limiting any unconscious gender bias and fostering access to training and professional opportunities for everyone.

As opportunities of changing job position and/or being promoted are limited in a small organisation, it is particularly important to encourage training and enable employees to work on different kinds of projects. Training (not only as attending training sessions but also reading, attending webinars, etc.) and having the opportunity to work on different kinds of projects are also a way to develop one's career.

03 CONTINUING TO DEVELOP WORK-LIFE BALANCE

Work-life balance is a key to ensuring Gender Equality at work. We want to keep on improving it, even by a small margin.

04 SUPPORTING EMPLOYEES IN THE LIFE STAGES THAT CAN INTRODUCE GENDER INEQUALITIES

Work-life balance being a key point of Gender Equality at work, some life stages can take a toll on someone's career. Though these particular situations did not appear in the audit, there is always room for improvement.

05 CHALLENGING WORKING CONDITIONS AND MAINTAINING CURRENT POLICY AND CULTURE THROUGHOUT A CHANGE OF TOP MANAGEMENT

An employee satisfaction survey was run at the end of 2024 and will lead to actions as a continuous improvement. The survey will be run again this year.

Moreover, as ECRIN's top management is to change in the coming years, maintaining a gender equality friendly policy and culture need to remain a priority.

06 PREVENTING GENDER-BASED VIOLENCE

No gender-based violence has been detected. All the more reason for implementing primary prevention. This year we want to go beyond the confines of the office.





07 MAINTAINING CURRENT SITUATION REGARDING THE INTEGRATION OF GENDER DIMENSION INTO RESEARCH AND/OR TEACHING CONTENT

Our current tools already enable us to take into account the gender dimension in the projects we take a part in or directly manage.

Moreover, ECRIN creates training contents that aim to promote gender equality.

08 MAINTAINING CURRENT SITUATION REGARDING GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING SITUATION AMONG MANAGERS

Top senior management (cadres dirigeants) are a man and a woman. Both sexes are represented among senior management.

09 IMPROVING GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING IN THE GOVERNING BODY

Our governing body shows a predominance of men (men being most often chair and women co-chair).



ACTION PLAN



2025

01 BETTER PROPORTIONAL BALANCE MALE/FEMALE STAFF

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities/Resources	Timelines
1.1	Use gender-neutral language in vacancy advertisements	Avoiding self-limitation among possible candidates	Usage of gender-neutral vocabulary in vacancy advertisement	Administration, Finance & HR unit	Already implemented
1.2	Disseminate vacancies across at least 3 platforms and/or websites	Reaching candidates from different backgrounds	Number of platforms on which vacancies are disseminated	Administration, Finance & HR unit	Already implemented
1.3	Increase the dissemination of vacancies through employees	Encourage employee referrals and sharing of LinkedIn job posts by employees: sending an email to employees for each new job position	Number of job positions filled in through employees	Administration, Finance & HR and Communication	From now on
1.4	Check the balance applications/job interview opportunities	Tracking in the most objective manner possible the way we screen applications	% M/F relevant applications vs % M/F interviews vs gender of the recruited person	Administration, Finance & HR unit	At end of each year





02 PROMOTING EQUAL ACCESS TO TRAINING AND PROFESSIONAL OPPORTUNITIES

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities / Resources	Timelines
2.1	Encourage training through the strategic plan	Reinforce the importance of training in the 2024-2027 Strategic Plan	Nb of approved trainings and the number of trainings completed	Administration, Finance & HR unit and Operations	Already implemented
2.2	Encourage self training	A "self-training day"/year has been given to employees (memo issued on the 10 th of December 2024+ information during the Team meeting on the 30 January 2025)	Number of training hours / year / employee registered in Beebole	Administration, Finance & HR unit	Already implemented
2.3	Exit interviews	Exit interview enables the employer to learn about the reasons an employee is leaving and can give hints about possible improvements	Number of exit interviews performed / number of exits	Administration, Finance & HR unit	Already implemented
2.4	Use gender neutral language	HR basic documents (eg job description, chartres, guide)	Percentage of gender neutral documents out of number of documents issued in 2025	Administration, Finance & HR unit	From now on

03 CONTINUING TO DEVELOP WORK-LIFE BALANCE

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities/Resources	Timelines
3.1	Possibility to work part time at the request of the employee	Allowing employees to adapt working time to personal life	Number of employees working on a chosen part time	Administration, Finance & HR unit	Already implemented



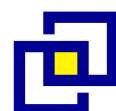


04 SUPPORTING EMPLOYEES IN THE LIFE STAGES THAT CAN INTRODUCE GENDER INEQUALITIES

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities / Resources	Timelines
4.1	HR consultant to support managers and employees in case of personal situations	Managers and/or employees can ask for the support of a HR consultant	Number of interventions	Administration, Finance & HR unit	Whenever it is needed
4.2	Information about pregnancy, sick child days, and exceptional leaves	Give employees information through an HR guide	Issuing the HR guide including this information	Administration, Finance & HR unit	By the end of 2025
4.3	Giving 3 sick child days/year for children up to 18 years of age	Current situation: 3 sick child days/year up to 16 years of age (labour law)	Issuing the memo enacting this measure	Administration, Finance & HR unit	By the end of 2025
4.4	Information meeting about understanding a French payslip and the different types of holidays in France	One or two meetings for all employees	Holding the meeting(s)	Administration, Finance & HR unit	By the end of 2025
4.5	Forum/Q&A	Practical questions about living in France, how things work, tips. Creating the space+ moderator	Creation of the forum	IS Officer and CSE	By the end of 2025
4.6	Informing employees in case of relevant change that can impact professional related matter	Possible use of lunch vouchers, Ticket modérateur for CPF...	Nb of information made out of legal change that enter the scope	Administration, Finance & HR unit	Whenever needed

05 CHALLENGING WORKING CONDITIONS AND MAINTAINING CURRENT POLICY AND CULTURE THROUGHOUT A CHANGE OF TOP MANAGEMENT

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities/Resources	Timelines
5.1	Running a survey about working conditions	Working conditions, and in particular, professional/personal life balance affects gender equality	Running the survey and % of employees who answer	Administration, Finance & HR unit	2025
5.2	Maintain current policy and culture throughout a change of top management	Issuing an HR guide including information and rights related to gender and stating ECRIN general policy and culture	Issuing the HR guide + N° of items in the guide related to gender	Administration, Finance & HR unit	By the end of 2025
5.3	Foster conviviality and positive working relationships	Staff lunch on specific occasions and organise activities outside work (CSE)	N° of lunches held/year)	Administration, Finance & HR unit	Already implemented





06 PREVENTING GENDER-BASED VIOLENCE

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities/Resources	Timelines
6.1	Work council (CSE) is representative for sexual harassment and sexist behaviours	Legal obligation for employers hiring 11 employees and more. New representative appointed in January 2025.	Issuing a reminder	Administration, Finance & HR unit	Already implemented
6.2	Prevent unintentional violence toward gender neutral people	How to behave toward gender-neutral people - training	Organisation of the training	Administration, Finance & HR unit	By the end of 2025
6.3	Fighting street harassment	Street harassment: what French law says, create a space in Oneplace	Creation of the space in Oneplace	Legal manager and IS officer	By the end of 2025

07 MAINTAINING CURRENT SITUATION REGARDING THE INTEGRATION OF GENDER DIMENSION INTO RESEARCH AND/OR TEACHING CONTENT

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities/Resources	Timelines
7.1	Participation in projects including gender and non-discrimination dimension.	It is important to defend gender equality not only as an employer	% of projects in which gender dimension is taken into account/ with gender perspective	Operations	Already implemented
7.2	Participation in projects with training content that promotes gender equality	ECRIN is actively contributing to the development of content that promotes the integration of the gender dimension in research. In particular, it is participating in a project launching in 2025 that aims to improve the representation of underserved populations in clinical studies. ECRIN is also involved in two training initiatives focused on inclusivity, diversity, and equity.	Number of trainings including gender dimension	Operations	Already implemented





08 MAINTAINING CURRENT SITUATION REGARDING GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING SITUATION AMONG MANAGERS

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities/Resources	Timelines
8.1	Raising awareness	Raising awareness in case one/several managers are to be replaced	Proportion of male/female in top management	Top management	Already implemented

09 IMPROVING GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING IN THE GOVERNING BODY

Measure No.	Measures	Comments/details on the measures	Indicators	Responsibilities/Resources	Timelines
9.1	Raising awareness	Assembly of Members and Network Committee are made of Chairs and Co-chairs	% of Female and Male in chair and co-chair positions	Governing bodies	On going



OVERVIEW

OF MEASURES PER RECOMMENDED AREA

No.	Measures	Work-life balance and organisational culture	Gender balance in leadership and decision making	Gender equality in recruitment and career progression	Integration of the gender dimension into research and/or teaching content	Measures against gender-based violence including sexual harassment
01 HAVING A BETTER BALANCE OF THE PROPORTION OF BALANCE MALE/FEMALE STAFF						
1.1	Use gender-neutral language in vacancy advertisements			X		
1.2	Disseminate vacancies across at least 3 platforms and/or websites			X		
1.3	Increase the dissemination of vacancies through employees			X		
1.4	Check the balance application/job interview opportunities		X	X		

No.	Measures	Work-life balance and organisational culture	Gender balance in leadership and decision making	Gender equality in recruitment and career progression	Integration of the gender dimension into research and/or teaching content	Measures against gender-based violence including sexual harassment
02 PROMOTING EQUAL ACCESS TO TRAINING AND PROFESSIONAL OPPORTUNITIES						
2.1	Encourage training through the strategic plan			X		
2.2	Encourage self-training			X		
2.3	Exit interviews	X		X		
2.4	Use gender neutral language		X	X		
03 CONTINUING TO DEVELOP WORK-LIFE BALANCE						
3.1	Possibility to work part time at the request of the employee	X				

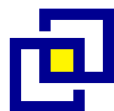




No.	Measures	Work-life balance and organisational culture	Gender balance in leadership and decision making	Gender equality in recruitment and career progression	Integration of the gender dimension into research and/or teaching content	Measures against gender-based violence including sexual harassment
04 SUPPORTING EMPLOYEES IN THE LIFE STAGES THAT CAN INTRODUCE GENDER INEQUALITIES						
4.1	HR consultant to support managers and employees in case of personal situations	X		X		X
4.2	Information about pregnancy, sick child days and exceptional leaves	X		X		
4.3	Giving 3 child sick days/year for children up to 18	X				
4.4	Information meeting about understanding a French payslip and the different types of holidays in France	X		X		
4.5	Forum /Q&A	X				X
4.6	Informing employees in case of relevant change that can impact professional related matter	X		X		

No.	Measures	Work-life balance and organisational culture	Gender balance in leadership and decision making	Gender equality in recruitment and career progression	Integration of the gender dimension into research and/or teaching content	Measures against gender-based violence including sexual harassment
05 CHALLENGING WORKING CONDITIONS AND MAINTAINING CURRENT POLICY AND CULTURE THROUGHOUT A CHANGE OF TOP MANAGEMENT						
5.1	Running a survey about working conditions					X
5.2	Maintain current policy and culture throughout a change of top management	X	X	X	X	X
5.3	Foster conviviality and positive working relationships	X				
06 PREVENTING GENDER BASED VIOLENCE						
6.1	Work council is representative for sexual harassment and sexist behaviours					X
6.2	Prevent unintentional violence toward gender neutral people					X
6.3	Fighting street harassment					X





No.	Measures	Work-life balance and organisational culture	Gender balance in leadership and decision making	Gender equality in recruitment and career progression	Integration of the gender dimension into research and/or teaching content	Measures against gender-based violence including sexual harassment
07 MAINTAINING CURRENT SITUATION REGARDING THE INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND/OR TEACHING CONTENT						
7.1	Participation in projects including gender and non-discrimination dimension				X	
7.2	Participation in projects with training content that promotes gender equality				X	
08 MAINTAINING CURRENT SITUATION REGARDING GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING SITUATION AMONG MANAGERS						
8.1	Raising awareness		X			
09 IMPROVING GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING IN THE GOVERNING BODY						
9.1	Raising awareness		X			





MONITORING & EVALUATION

The measures included in this GEP will be implemented in 2025, monitored by the designated responsible person/service.

Resources dedicated: one PM per year and eventual budget needed for training.

An evaluation by the GEP working group will take place at the beginning of the year 2026. This evaluation will be based on the results of the indicators described in this GEP.

It will be used as a foundation for the 2026 GEP.





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