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Gender Equality Plan

1. Purpose and institutional commitment

Morri Rossetti & Franzosi S.t.p. S.r.l. ("MRF") adopts this Gender Equality Plan ("GEP") as the formal framework through which the Firm gives effect to its commitment to gender equality, equal opportunities, diversity and inclusion in its professional, organisational and research-related activities.

The Plan is intended to support an inclusive working environment in which professional opportunities, responsibilities and career development are not adversely affected by gender, family or care responsibilities, or other circumstances unrelated to professional merit.

The GEP also supports MRF's participation in European research and innovation activities and reflects the principles promoted under Horizon Europe, the European Research Area and the EU Gender Equality Strategy 2026–2030.

The Plan applies to partners, professionals, employees, researchers, collaborators and trainees and, where relevant, to persons participating in research and innovation activities under the responsibility of MRF.

The GEP is formally approved by MRF's top management, signed by an authorised representative and published on the Firm's institutional website. The published version constitutes the GEP currently implemented by MRF. Previous versions and evidence of their adoption are retained where applicable.

The Plan is reviewed periodically and may be amended where monitoring results, organisational developments or changes in the applicable legal or institutional framework so require.

2. Responsibility, resources and expertise

Overall responsibility for implementation rests with MRF management. Management designates a person responsible for coordinating implementation of the GEP ("**GEP Coordinator**"), supported, where necessary, by the professionals dealing with human resources, organisational matters and research or EU-funded activities.

MRF allocates the human and organisational resources reasonably required for implementation. Such commitment includes professional time devoted to monitoring, collection and review of relevant data, training and awareness activities, periodic reporting and follow-up of issues identified under the Plan.

The GEP Coordinator acts as an internal point of reference, monitors implementation, coordinates the periodic review, supports the organisation of training activities and reports material findings to management.

Where specific expertise is appropriate, MRF may involve internal professionals or qualified external advisers with experience in gender equality, employment matters, diversity and inclusion, organisational policies or related disciplines. The Firm retains appropriate evidence of the resources and expertise involved in implementation.

3. Data collection, monitoring and evaluation

MRF monitors the implementation of the GEP through sex/gender-disaggregated information relating to its personnel and professional organisation, insofar as such information is relevant, proportionate and lawfully available.

Monitoring considers, as appropriate, gender distribution across professional categories and levels of seniority, recruitment, career progression, participation in management and decision-making functions, access to professional development and training, involvement in research and innovation activities and use of work-life balance arrangements.

The analysis may also consider, where relevant and on an aggregated basis, whether gender-related patterns interact with other circumstances that may affect equal participation, such as disability, age or

care responsibilities. Such an intersectional perspective does not entail the unnecessary collection of sensitive personal data.
A documented monitoring and evaluation exercise is carried out at least every two years. It records the indicators examined, progress made, material disparities or implementation gaps identified and any improvement measures considered appropriate.
MRF retains the underlying documentation in a form suitable to demonstrate implementation of the Plan, subject to confidentiality and applicable data-protection requirements.

4. Training and awareness

MRF considers awareness and training to be an integral part of effective implementation of the GEP.
Appropriate initiatives are made available both to staff and professionals generally and to persons involved in management, recruitment, supervision or decision-making. They address gender equality and equal treatment and may include unconscious or implicit gender bias, inclusive recruitment and evaluation practices, respectful workplace conduct, prevention of discrimination and harassment, and the gender dimension in research and innovation.
At least one dedicated gender-equality or unconscious-bias awareness or training initiative is organised within each two-year monitoring cycle. Relevant materials, programmes, attendance records or other evidence of implementation are retained.
Gender equality considerations may also be incorporated into broader professional training or internal awareness initiatives where appropriate.

5. Work-life balance and organisational culture

MRF promotes an organisational culture founded on professional dignity, equal treatment, mutual respect and the fair reconciliation, where reasonably possible, of professional responsibilities with personal and family life.
Flexible organisational arrangements may be made available consistently with professional and client requirements. Particular attention is given to avoiding disadvantages associated with maternity, paternity, parenthood or care responsibilities.
The use of legitimate work-life balance arrangements is not, in itself, to constitute a disadvantage in the allocation of responsibilities, professional assessment or opportunities for progression.
As part of the periodic GEP review, MRF considers whether its organisational practices may create direct or indirect gender-related disadvantages and, where appropriate, adopts proportionate corrective measures.

6. Gender balance in leadership and decision-making

MRF recognises balanced participation in leadership and decision-making as an element of an inclusive professional environment.
Appointments and the allocation of leadership, coordination and management responsibilities remain based on merit, competence, experience and organisational requirements. At the same time, MRF monitors gender representation in such functions and seeks to ensure that internal practices do not create unjustified barriers to participation or advancement.
Where monitoring identifies a material and persistent imbalance, management considers measures appropriate to the circumstances, which may include broadening candidate pools, supporting professional development or mentoring opportunities and reviewing the processes through which leadership responsibilities are allocated.
The objective is not the application of automatic quotas, but the maintenance of fair access to leadership and decision-making opportunities and the removal of unjustified gender-related barriers.

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7. Recruitment and career progression

MRF applies principles of equal treatment, transparency and non-discrimination to recruitment, professional development and career progression.

Selection and advancement decisions are based on objective criteria related to competence, qualifications, experience, performance and the requirements of the relevant position. Recruitment and progression processes are periodically considered within the GEP monitoring exercise to identify any material gender-related disparities.

MRF seeks to avoid discriminatory wording or requirements in recruitment processes, supports equal access to professional development opportunities and takes into account the possible effect of unconscious bias in selection and evaluation.

Where practicable, the Firm encourages suitably diverse candidate pools while preserving merit-based selection.

8. Gender dimension in research and innovation

Gender equality is a cross-cutting consideration in Horizon Europe, and the gender dimension in research and innovation content is to be addressed by default unless the relevant topic provides otherwise.

Accordingly, where MRF contributes to research and innovation activities, it considers whether sex and/or gender may be relevant to the subject matter, methodology, affected population, data used, expected impact or deployment of the relevant research or technology.

Depending on the project, this consideration may extend to representativeness of data, accessibility, discriminatory outcomes or algorithmic bias, fundamental-rights implications, user diversity and the differentiated effects that a technology or policy may have on different groups.

Where appropriate, the analysis also considers relevant intersections between gender and other characteristics or circumstances, including age and disability.

The inclusion of a gender or intersectional dimension does not justify unnecessary collection or inference of personal data. Any processing of personal or special-category data must remain necessary, proportionate and supported by an appropriate legal basis and safeguards.

For relevant R&I activities in which MRF performs a substantive role, the project methodology or assessment documentation records whether a gender dimension is applicable and, where it is, how it has been addressed.

9. Prevention of gender-based violence and sexual harassment

MRF adopts a zero-tolerance approach to sexual harassment, gender-based violence, discriminatory conduct, intimidation and retaliation.

The Firm promotes a professional environment in which inappropriate conduct can be reported through appropriate and confidential channels and in which concerns are addressed promptly, impartially and with due respect for the rights and dignity of all persons involved.

Depending on the circumstances, measures may include confidential assessment, organisational or protective measures, corrective or disciplinary action and, where required, referral to the competent authorities.

Persons raising concerns in good faith are to be protected against retaliation. Awareness of gender-based violence and sexual harassment, together with information on available reporting mechanisms, forms part of the training and awareness framework established under this Plan.

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10. Implementation targets and periodic review

MRF adopts a proportionate approach to implementation, taking account of the Firm's size, professional structure and activities. The effectiveness of the GEP is assessed through measurable implementation commitments rather than through formal adoption alone.

During each two-year monitoring cycle, MRF shall, at minimum:

- complete and document a review of sex/gender-disaggregated personnel and organisational indicators;
- organise at least one gender-equality and/or unconscious-bias awareness or training initiative addressing staff and decision-makers;
- review gender representation in recruitment, career progression and leadership functions;
- document consideration of the gender dimension in research and innovation activities where relevant; and
- maintain and communicate appropriate mechanisms for addressing discrimination, gender-based violence and sexual harassment.

Where monitoring identifies a material imbalance, implementation gap or emerging concern, MRF management considers and records the measures regarded as proportionate and appropriate.

The results of the monitoring exercise inform the subsequent review of the GEP.

11. Documentation and accountability

MRF maintains appropriate records demonstrating that the GEP is not limited to a formal policy but is implemented in practice.

Depending on the measure concerned, supporting documentation may include the formally approved or adopted Plan and evidence of its publication, management decisions or internal appointments, monitoring data and reports, meeting minutes, training programmes and related attendance records, documentation relating to the external expertise involved, and evidence of improvement actions undertaken.

Such documentation is retained so that, where legitimately requested in connection with Horizon Europe or another institutional or funding requirement, MRF can demonstrate compliance with the commitments set out in this Plan and with the applicable GEP requirements.

12. Entry into force and public availability

This Gender Equality Plan enters into force on the date of its formal approval by MRF management and remains effective until amended or replaced.

The approved version is published on MRF's institutional website and remains publicly accessible during its period of implementation.

The GEP is formally approved and/or adopted by MRF's management and published on the Firm's institutional website.

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