



## Gender Equality Plan (GEP)

Due date of acceptance: 26/01/2026

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Issue	Date	Description	Authors
1.0	26/01/2026	Gender Equality Plan Validation	Luc Bondaz Suhas Nuggehalli Sampathkumar

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## **1. Commitment**

Deltaspark SA is committed to promoting gender equality, diversity, and inclusion in all aspects of its activities. We believe that diverse teams improve innovation, creativity, and performance. We aim to ensure equal opportunities regardless of gender in recruitment, career development, leadership, and participation in projects, including European research and innovation programmes.

This plan applies to all employees, collaborators, and management of Deltaspark SA.

## **2. Dedicated Responsibility**

The responsibility for implementing, monitoring, and updating this Gender Equality Plan lies with: The Chief Executive Officer (CEO) of Deltaspark SA.

The CEO ensures that gender equality principles are integrated into company policies and daily practices. The Chief Technology Officer (CTO) supports this implementation at the operational and team level.

## **3. Data Collection and Monitoring**

Deltaspark SA commits to monitoring gender-related data on an annual basis, in a proportionate way suitable for a startup, including:

- Gender distribution of staff
- Gender distribution in management and decision-making roles
- Gender balance in recruitment candidates and new hires

These indicators will be reviewed yearly to identify potential imbalances and areas for improvement.

## **4. Actions**

### **4.1 Recruitment and Career Development**

- Use gender-neutral language in job advertisements.
- Ensure recruitment decisions are based solely on competence, experience, and skills.
- When possible, ensure diversity in interview panels.
- Encourage equal access to professional development opportunities.

## **4.2 Work-Life Balance**

- Support flexible working arrangements (e.g. flexible hours, remote work) when compatible with company activities.
- Promote a healthy work-life balance for all employees.

## **4.3 Gender Balance in Leadership and Decision-Making**

- Encourage equal participation of women and men in leadership and decision-making roles as the company grows.
- Promote transparency in responsibilities and promotion criteria.

## **4.4 Prevention of Harassment and Discrimination**

- Deltaspark SA has zero tolerance for any form of discrimination, harassment, or gender-based violence.
- All employees are encouraged to report inappropriate behavior in a safe and confidential manner.
- Any reported case will be treated seriously and handled promptly.

## **5. Awareness and Culture**

- Promote respectful and inclusive communication in the workplace.
- Encourage awareness of unconscious bias in decision-making and teamwork.

## **6. Actions**

### **6.1 Recruitment and Career Development**

- Use gender-neutral language in job advertisements.
- Ensure recruitment decisions are based solely on skills, competence, and experience.
- Encourage balanced participation in interview and selection processes.
- Promote equal access to training and professional development.

### **6.2 Work-Life Balance**

- Support flexible working hours and remote work where compatible with business needs.
- Promote healthy work-life balance for all employees.

### **6.3 Leadership and Decision-Making**

- Encourage balanced gender representation in leadership and decision-making roles as the company grows.

- Apply transparent and fair criteria for responsibilities and promotions.

## 6.4 Prevention of Harassment and Discrimination

- Maintain zero tolerance for harassment, discrimination, or gender-based violence.
- Provide a safe and confidential channel for reporting inappropriate behavior.
- Treat all reports seriously and handle them promptly and fairly.

## 7. Review and Updates

This Gender Equality Plan is a living document.

It will be reviewed annually and updated as Deltaspark SA grows and its organizational structure evolves.

## 8. Review and Duration

This Agreement enters into force on the date of signature.

It is a living document and shall be reviewed at least once per year or whenever significant organisational changes occur.

## 9. Public Availability

This Agreement is maintained as a written document and may be made publicly available to demonstrate Deltaspark SA's commitment to gender equality and compliance with European project requirements.

## 10. Signatures

Approved and adopted on behalf of Deltaspark SA:

Name: Luc Bondaz

Title: CEO, Deltaspark SA

Signature: 

Date: 26/01/2026

Name: Suhas Nuggehalli Sampathkumar

Title: CTO, Deltaspark SA

Signature: 

Date: 26/01/2026