

Gender Equality Plan (GEP)

AtalalA Detection Technologies | 2026-2028

A lean, actionable policy for equal opportunities, inclusive organisational culture, fair recruitment, and responsible AI and research practice.

Organisation: AtalalA Detection Technologies	Plan period: 1 April 2026 - 31 March 2028
Prepared on: 1 April 2026	Review cycle: Annual internal review; public review/update at least every two years, or sooner if materially needed
Approved by: Eugenio Cutolo, CEO (signature line included at the end of this document)	Publication: To be published on the company website and communicated internally to all staff after signature/adoption

1. Purpose, scope and principles

AtalalA Detection Technologies is committed to equal opportunities, fair treatment, and an inclusive working environment. This Gender Equality Plan sets out the company's commitments, governance arrangements, monitoring approach, and concrete actions for the period 2026-2028. It applies to recruitment, working conditions, leadership and decision-making, career progression, research and product development, training, and the prevention of gender-based violence and sexual harassment.

As a private technology company, AtalalA adopts this plan voluntarily as a matter of good governance and to align with Horizon Europe good practice. Measures will be implemented proportionately to the company's size and growth stage, while maintaining clear accountability, measurable actions, and regular review.

Core principles

- Merit-based, transparent, and documented decisions in recruitment, compensation, and progression.
- Zero tolerance for discrimination, harassment, retaliation, or any form of gender-based violence.
- Respect for privacy, confidentiality, and data protection when collecting or reporting sex/gender-disaggregated information.
- Consideration of the sex/gender dimension in research, AI systems, datasets, validation, and communication whenever it is relevant to the project or use case.

2. Minimum implementation commitments

The following measures ensure that the plan includes the core building blocks generally expected under Horizon Europe-oriented GEP practice.

Building block	AtalalA commitment
Publication	This document will be published on the company website after adoption by top management and will be communicated internally to all staff.
Dedicated resources and expertise	Overall responsibility sits with the CEO. Management time will be allocated to implementation, and external expertise may be used when specialised support is needed for training, policy review, or complaint handling.

Building block	AtalalA commitment
Data collection and monitoring	AtalalA will collect and review sex/gender-disaggregated data, where lawfully and practically appropriate, on workforce composition, recruitment, leadership, compensation review, training completion, and reported concerns. Data will be handled in aggregate form where possible in order to protect confidentiality in a small team.
Training and awareness	All staff will receive awareness-raising on gender equality and respectful workplace standards. Decision-makers and hiring managers will receive specific guidance on unconscious bias, inclusive hiring, and fair evaluation.

3. Priority areas, measures and indicators

The company will focus on the following priority areas using concrete, proportionate measures suited to a growing deep-tech organisation.

Priority area	Key measures for 2026-2028	Indicative indicators
Work-life balance and organisational culture	<ul style="list-style-type: none"> Maintain flexible and, where operationally possible, hybrid working arrangements. Apply leave, caregiving, pregnancy, maternity, paternity, and family-related considerations fairly and without negative career consequences. Promote inclusive meeting practices, respectful communication, and a workplace culture in which contributions are valued regardless of gender. 	<ul style="list-style-type: none"> Flexible working approach documented and communicated. Annual staff check-in on inclusion and work culture. No adverse treatment linked to family or care responsibilities.
Gender balance in leadership and decision-making	<ul style="list-style-type: none"> Use transparent criteria for leadership responsibilities and role allocation. Review leadership representation annually and discuss imbalances during organisational planning. Where feasible, involve more than one person in significant recruitment and promotion decisions. 	<ul style="list-style-type: none"> Leadership review completed annually. Criteria documented for key role assignments. Decision records retained for major appointments.
Gender equality in recruitment and career progression	<ul style="list-style-type: none"> Use gender-neutral wording in job advertisements and outreach materials. Apply structured interviews and consistent evaluation criteria for all candidates. Review compensation, progression, and role development decisions annually, while interpreting small-sample data carefully. 	<ul style="list-style-type: none"> Inclusive-language check for all job ads. Structured scorecards used for all hires. Annual review of progression and compensation decisions.

Priority area	Key measures for 2026-2028	Indicative indicators
Integration of the gender dimension into research and product development	<ul style="list-style-type: none"> For AI and R&D projects in health, sport, marine monitoring, and related domains, assess whether sex/gender is relevant to datasets, labels, user needs, model behaviour, or outcomes. Where relevant, document bias risks, mitigation actions, and validation choices before deployment, pilot, or external delivery. Use inclusive examples and language in technical documentation, training material, and stakeholder communication. 	<ul style="list-style-type: none"> Relevance check completed for new applicable projects. Bias/fairness review documented where relevant. Inclusive language reflected in external-facing materials.
Measures against gender-based violence, including sexual harassment	<ul style="list-style-type: none"> Maintain a written zero-tolerance rule covering harassment, intimidation, discrimination, and retaliation. Provide a confidential route to raise concerns to the CEO or another designated manager, with prompt review and documented follow-up. Offer annual awareness-raising on respectful conduct and expected reporting standards. 	<ul style="list-style-type: none"> Procedure communicated to all staff. Reports acknowledged promptly and handled confidentially. Annual awareness activity completed.

4. Monitoring, review and accountability

Implementation of this plan is led by the CEO, supported by management and any designated operations or people-function support. Progress will be reviewed internally each year using a small set of proportionate indicators and qualitative feedback. A public review/update of the plan will be issued at least every two years, or earlier if the organisation grows significantly, its structure changes, or project requirements make revision necessary.

In a small team, indicators will be interpreted cautiously to avoid misleading conclusions and to protect individual confidentiality. Where sample sizes are too small to publish meaningful breakdowns, AtalalA will use aggregated or descriptive reporting instead.

Monitoring item	Frequency	Owner
Workforce composition by function/level (where meaningful and privacy-safe)	Annual	CEO / management
Recruitment process checks: inclusive job ads, structured interviews, documented decisions	Per recruitment cycle	Hiring lead
Leadership and role allocation review	Annual	CEO
Training completion and awareness activities	Annual	CEO / management
Reported concerns and follow-up status (aggregated)	Annual	CEO / designated manager

Approved by: Eugenio Cutolo, Chief Executive Officer

Signature: _____ Date: 1 April 2026