

Gender Equality Plan (GEP)



SensorX Solutions AG
www.sensorXsolutions.com

Adopted by: Chief Executive Officer & Board of Directors

Effective period: 2026–2029

Date of adoption: January 1, 2026

www.sensorXsolutions.com

Version 1.0

1. Introduction and Commitment

SensorX Solutions Ltd. ("SensorX Solutions") is a technology-driven SME specializing in advanced sensor systems, data analytics, and embedded solutions for industrial and research applications. As an innovation-focused company, we recognize that gender equality is both a fundamental value and a driver of excellence, creativity, and sustainable growth.

This Gender Equality Plan (GEP) constitutes a formal strategic document that sets out our objectives, actions, monitoring framework, and dedicated resources to promote gender equality across all areas of our organisation. The GEP is:

Formally adopted and signed by the CEO and Board of Directors.

- Published on our website (www.sensorXsolutions.com).
- Applicable to all employees, management, contractors, and collaborators.
- Effective at the time of grant signature and for the entire duration of the project.

SensorX Solutions commits to implementing, monitoring, and continuously improving this GEP in line with best available principles.

2. Governance and Public Availability (Public GEP)

This GEP is:

- A formal document approved and signed by the CEO.
- Published on the company website.
- Communicated internally to all staff.

Ultimate responsibility for implementation lies with the CEO. Operational responsibility is delegated to relevant team members.

3. Dedicated Resources

SensorX Solutions allocates dedicated human and financial resources to implement this GEP.

3.1 Human Resources

- Gender Equality / Culture Officer (GEO):
A senior staff member is formally appointed to coordinate GEP implementation, data collection, training, and reporting.

- Gender Equality Committee (GEC):
The Board currently acts as the GEC.

The GEC meets at least twice per year. Minutes are documented and archived.

- External Expertise (if required):
SensorX Solutions may engage external gender equality experts or trainers to support training sessions and policy reviews.

3.2 Financial Resources

An annual budget line is allocated when required, and specific activities are planned.

4. Data Collection and Monitoring

SensorX Solutions commits to systematic data collection, monitoring, and annual reporting.

4.1 Data Collection

We collect and maintain sex-disaggregated data (and where voluntarily provided, gender identity data in compliance with applicable data protection laws) on:

- Total workforce (by role and department),
- Recruitment applicants and hires,
- Contract type (permanent/temporary),
- Full-time/part-time status,
- Promotions and career progression,
- Training participation,
- Leadership and decision-making roles,
- Salary bands (to monitor pay equity).

All data collection complies with GDPR and national data protection regulations.

4.2 Monitoring and Reporting

- An annual Gender Equality Report is prepared by the GEO and presented to the CEO and Board.
- Key indicators are reviewed annually, including:
 - Gender distribution across roles,
 - Gender balance in leadership,
 - Gender pay gap (if any),
 - Retention and promotion rates,
 - Participation in training activities.
- Based on findings, corrective actions are defined and integrated into the next annual action plan.

5. Training and Awareness-Raising

SensorX Solutions handles topics such as awareness-raising on gender equality and unconscious bias during its team workshops, e.g. corporate culture workshop.

5.1 Target Groups

- All staff (technical and non-technical),
- Managers and team leaders,
- Executive management and decision-makers,
- HR personnel and recruitment panel members.

5.2 Training Content

Training modules include:

- Gender equality principles and legal framework,
- Unconscious gender bias in recruitment, evaluation, and promotion,
- Inclusive leadership practices,
- Prevention of sexual harassment and gender-based violence,
- Gender dimension in research and innovation.

5.3 Implementation

- Mandatory induction training for all new employees.
- Refresher sessions at least every two years.
- Specialised training for recruitment panels and managers before major hiring rounds.

Documentation (training agendas, materials, attendance lists) is archived and can be provided upon request.

6. Thematic Areas, Measures, and Targets

6.1 Work-Life Balance and Organisational Culture

Objective: Foster an inclusive, flexible, and supportive working environment.

Measures:

- Flexible working hours and remote/hybrid work options where operationally feasible.
- Equal access to parental leave for all genders.
- Encouragement of shared caregiving responsibilities.
- Transparent workload allocation.
- Zero tolerance policy for discriminatory language or behaviour.

Targets (2026–2029):

- Maintain 100% access to flexible working arrangements for eligible roles.
- Ensure no negative career impact following parental leave.
- Annual employee survey including gender equality and inclusion indicators.

6.2 Gender Balance in Leadership and Decision-Making

Objective: Improve gender representation in management and decision-making roles.

Measures:

- Gender-balanced shortlists in recruitment for leadership positions (where possible).
- Transparent criteria for promotion.
- Mentoring opportunities for underrepresented genders in technical and leadership tracks.

Targets:

- Achieve at least 40% representation of the underrepresented gender in management positions by 2029 (where workforce size allows).
- Annual review of leadership gender distribution.

6.3 Gender Equality in Recruitment and Career Progression

Objective: Ensure fair, transparent, and bias-free recruitment and promotion.

Measures:

- Gender-neutral language in job advertisements.
- Standardised evaluation criteria and structured interviews.
- Diverse recruitment panels (where feasible).
- Regular review of salary bands to identify unjustified gender pay gaps.

Targets:

- 100% of job ads reviewed for inclusive language.
- All hiring panel members trained in unconscious bias.
- Annual pay gap analysis and corrective measures if gap >5% and not objectively justified.

6.4 Integration of the Gender Dimension into Research and Innovation

As a technology and sensor development company, SensorX Solutions recognises that gender analysis and equality can improve research quality and innovation outcomes.

6.5 Measures Against Gender-Based Violence and Sexual Harassment

Objective: Provide a safe and respectful workplace.

Measures:

- Formal Anti-Harassment and Anti-Discrimination Policy.
- Clear reporting channels (including confidential reporting to HR or GEO).
- Protection against retaliation.
- Prompt, impartial investigation procedures.
- Disciplinary measures where misconduct is confirmed.

Targets:

- 100% staff awareness of reporting procedures (verified via training and internal communication).
- All complaints addressed within a defined and documented timeframe.
- Annual review of incidents (anonymised) and preventive actions.

7. Communication and Continuous Improvement

- The GEP is communicated internally and externally.
 - Feedback mechanisms (anonymous surveys, suggestion channels) are available.
 - The plan is reviewed at least every two years and updated as needed.
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8. Conclusion

SensorX Solutions affirms its commitment to gender equality as a strategic priority. This Gender Equality Plan fulfils the four mandatory process-related requirements:

- Public, signed, and published GEP.
- Dedicated resources and expertise.
- Systematic data collection and monitoring with annual reporting.
- Regular training and awareness-raising on gender equality and unconscious bias.

Furthermore, it addresses all recommended thematic areas with concrete measures and measurable targets.

Signed on behalf of SensorX Solutions AG,

Sanket Bhatia
Chief Executive Officer

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