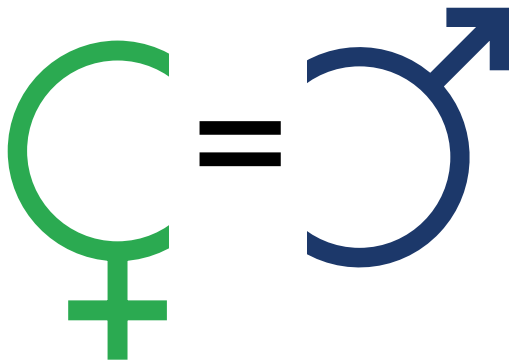


Gender Equality Plan

January 2026



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1 Introduction

Ecolyte is committed to promoting gender equality, diversity, and equal opportunities for all employees. The purpose of this Gender Equality Plan (GEP) is to identify and reduce existing gender inequalities, prevent discrimination, and foster an inclusive, respectful, and fair working environment. For Ecolyte, gender equality is recognised as a core value and key driver for excellence, responsible innovation, and sustainability.

Since its foundation, Ecolyte has employed a total of 20 staff members, of whom 8 were women, corresponding to a female representation of 40%. This proportion is noteworthy when compared to the energy research and innovation sector, which remains structurally male-dominated, particularly in technical and engineering-oriented research fields.¹

Against this sectoral background, Ecolyte recognises both the progress achieved to date and the continued need for structured and sustainable gender equality measures. Therefore, Ecolyte formally commits to consolidating and further strengthening gender equality through a GEP to ensure that gender equality is embedded systematically. It serves as a strategic framework and is an integral part of the company's organisational culture and governance. It applies to all staff members, including management, administrative personnel, researchers, and project-based employees.

¹ <https://www.energyagency.at/aktuelles/frauen-in-der-energiebranche>



2 Scope and objectives

In line with the Horizon Europe Programme’s definition of the GEP as a “set of commitments and actions that aim to **promote gender equality** in an organisation through a process of structural change”, the objectives of this Gender Equality Plan are to:

- Promote equality between women and men at all organisational levels
- Prevent gender-based discrimination and harassment
- Foster an inclusive and respectful working environment
- Ensure equal opportunities in recruitment, career progression, and decision-making
- Integrate the gender dimension in research and innovation activities



3 Ongoing and planned actions and measures

3.1. Work-life balance and flexible working arrangements

A high degree of **flexibility** characterises Ecolyte's organisational culture. Internal agreements on teleworking and flexible working hours enable employees to reconcile professional and family responsibilities and allow for the consideration of individual life situations.

These framework conditions contribute to **improved participation opportunities for women**, who continue to assume a disproportionate share of caregiving responsibilities. By offering flexible working models, Ecolyte actively supports equal access to employment and career development.

The following working models are actively offered by Ecolyte:

- Flexible working hours
- Teleworking
- Reimbursement of business travel expenses
- Part-time work during parental leave
- Family-related leave



3.2. Gender balance and equal participation

Ecolyte is committed to ensuring a balanced gender distribution among its employees. Particular attention is given to the promotion of young female researchers.

To this end, Ecolyte specifically supports **female early-career researchers** by offering **internships** of several months' duration, providing them with the opportunity to gain practical experience within the company. By actively recruiting female students at technically oriented universities, Ecolyte seeks to increase their participation in internship programmes and to encourage early engagement with careers in technical and research-oriented fields.

Within the framework of this measure, 4 women supported through the **FEMtech scholarship programme** have already had the opportunity to work at Ecolyte. One of these participants completed her Master's thesis in close connection with her work at the company. Further female participants are expected to join Ecolyte, demonstrating the sustainability and long-term impact of this initiative. The objective of this initiative is to host at least two such internships per year.

Ecolyte also develops **mentoring and networking structures** by connecting newly hired female employees with former female interns, thereby fostering knowledge exchange and creating visible role models to support long-term career development within the organisation.



Furthermore, Ecolyte explicitly **supports paternity leave** and **parental part-time work** and actively encourages employees of all genders to make use of these options.

3.3. Gender-sensitive recruitment procedures

Recruitment processes at Ecolyte are standardised in order to **reduce the impact of unconscious gender-based bias**. Job advertisements are continuously reviewed and improved regarding gender-sensitive language and inclusive wording.

These measures aim to ensure fair, transparent, and non-discriminatory recruitment and selection procedures.

3.4. Training and awareness-raising

Ecolyte is committed to strengthening awareness and competencies in the field of gender equality through targeted **training and capacity-building measures**. Training activities will be offered to employees and management, addressing topics such as gender equality, unconscious bias, inclusive communication, and equal opportunities in the workplace. These measures aim to promote a shared understanding of gender-related issues, support inclusive organisational practices, and contribute to long-term cultural change within the company.



3.5. Further measures and strategic development

In addition to the measures already implemented, Ecolyte plans to introduce further actions to strengthen gender equality within the company:

- Establishment of **dedicated reflection spaces** in the sense of “getting gender on the agenda”, aimed at fostering awareness and internal dialogue
- Strategic positioning through **employer branding** with a clear commitment to gender equality

4 Monitoring

The implementation of the GEP will be monitored on a regular basis to ensure its effectiveness and **continuous improvement**. Gender-disaggregated data will be collected and reviewed annually, including indicators related to staff composition, recruitment, career progression, participation in training activities, and the uptake of work-life balance measures. The results of this monitoring process will be evaluated by the responsible management and the Gender Equality Officer (GEO) Kevin Spirk and used to adjust or further develop existing measures.

5 Resources

Ecolyte ensures the allocation of **appropriate human and institutional resources** for the implementation of this GEP. While the overall responsibility lies with the company's management, a designated Gender Equality Officer is responsible for coordination, monitoring and reporting. Ecolyte has an annual budget for gender equality measures that ensures human, financial and space resources.

The management hereby confirms the above-described plan and measures.



Stefan Spirk, CEO



Kevin Spirk, GEO