

Gender Equality Plan

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1. INTRODUCTION AND PURPOSE

MBP Network Technology Limited (“MBP”) is committed to fostering an inclusive and diverse workplace where all individuals are treated fairly, with dignity and respect. As a participant in Horizon Europe projects, MBP adopts this Gender Equality Plan (GEP) to ensure compliance with the European Commission’s minimum process-related requirements and recommended content areas for Horizon Europe beneficiaries.

This GEP is a formal, public document that sets out MBP’s commitments and measures to promote gender equality across all its activities, including employees, directors, interns, contractors, and external partners.

2. COMMITMENT FROM TOP MANAGEMENT

This plan is endorsed and signed by MBP’s directors, demonstrating the highest level of commitment to gender equality. Implementation responsibility rests with company leadership, with progress reviewed annually.

3. DEDICATED RESOURCES

Given MBP’s size, implementation will be overseen directly by the directors, supported by administrative staff. At least one working day per quarter will be allocated to gender equality monitoring and implementation tasks. External expertise may be consulted if needed.

4. DATA COLLECTION AND MONITORING

- MBP will collect and maintain sex/gender-disaggregated data on employees, contractors, and interns.



- Indicators will include workforce composition, recruitment and promotion statistics, training participation, and representation in decision-making roles.
- An annual Gender Equality Report will be prepared and stored internally, with key highlights published on the company website.

5. TRAINING AND AWARENESS-RAISING

- MBP will organise annual awareness sessions for all staff, covering gender equality principles, unconscious bias, and respectful workplace behaviour.
- Internal communication channels will be used to share resources on gender-sensitive practices.

6. PRIORITY AREAS AND MEASURES

6.1 Work–Life Balance and Organisational Culture

- Promote flexible working arrangements where possible (remote work, flexible hours).
- Encourage a workplace culture where both men and women feel equally supported in balancing professional and personal responsibilities.

6.2 Gender Balance in Leadership and Decision-Making

- While MBP is a small company with two directors, we will ensure fair consideration of qualified women and men in leadership opportunities.
- Commit to at least one female representative in any steering group or project decision-making body where MBP participates.

6.3 Gender Equality in Recruitment and Career Progression

- Ensure gender-neutral wording in all job postings.
- Maintain transparent recruitment criteria.
- Monitor the gender distribution of applicants and employees annually.

6.4 Integration of the Gender Dimension into Research and Innovation

- In Horizon Europe and other research projects, MBP will consider gender aspects in research design and technology development when relevant.
- Gender impact will be included in project ethics reviews and deliverables.

6.5 Measures Against Gender-Based Violence, Including Sexual Harassment

- MBP has zero tolerance for harassment, bullying, or discrimination.
- A confidential reporting channel will be available via direct access to the directors.



- Appropriate disciplinary measures will be applied where misconduct is identified.

7. Governance, Monitoring, and Review

- The GEP will be reviewed annually, with progress reported to the directors.
- Updates will be made where necessary, in line with evolving best practices and EU guidance.
- Key results will be summarised in an annual public statement on the MBP website.

8. Compliance with Horizon Europe Requirements

This GEP has been designed to fully align with the Horizon Europe framework, specifically the General Annexes – Eligibility Criterion on Gender Equality Plans. It addresses the four mandatory process-related requirements (formal publication, dedicated resources, data collection/monitoring, and training), as well as recommended areas of work.

By adopting and publishing this GEP, MBP Network Technology Limited ensures its compliance with Horizon Europe eligibility requirements for participation in EU-funded projects.



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