



# GENDER EQUALITY PLAN

Herobots srl

Corso Nicolangelo  
Protopisani 70 (NA)  
80146 Naples, Italy



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## **1. Introduction**

The Gender Equality Plan (GEP) is a formal and strategic document, aligned with the definition provided by the European Commission, which consolidates a range of actions under a unified vision to:

- Identify existing gender biases and inequalities within the organization or institution.
- Implement targeted strategies to address and reduce these biases and inequalities.
- Set clear, measurable objectives and monitor their progress using well-defined indicators.

The GEP serves as a roadmap to systematically foster an environment where gender equality is not just a goal but a fundamental value embedded in the organization's culture and daily practices. By focusing on actionable steps, the plan ensures accountability and progress toward creating an equitable and inclusive workplace. This document will be updated regularly.

### **1.1 Context**

According to the 2025 gender equality report by the World Economic Forum (WEF), the gender gap remains a dominant characteristic in global economies, and no country has managed to alleviate it<sup>1</sup>; although the top ten countries: 1) Iceland, 2) Finland, 3) Norway, 4) United Kingdom, 5) New Zealand, 6) Sweden, 7) Republic of Moldova, 8) Namibia, and 9) Germany, 10) Ireland have closed more than 80% of their gap.

**According to the Global Gender Gap Report 2025** by the World Economic Forum, **Italy has a score of 0.704** (on a scale where 1 represents full gender parity), making it rank 35th in Europe out of 40 countries, and 85th worldwide out of 148 countries.

Italy has very slightly improved his score from 2024 where the gender gap was scored at 0.703 and it was in 87th position worldwide.

The Global Gender Gap Report assesses how each country performs in closing gender gaps across four key dimensions:

- **Economic Participation and Opportunity:** Italy ranks 117th with a score of 0.599. This is a decrease from 2024 where Italy was 111th position with a 0.607 score.
- **Educational Attainment:** Italy ranks 51th with a score of 0.998. This is an increase from 2024 where Italy was 56th position with a 0.996 score.
- **Health and Survival:** Italy ranks 89th with a score of 0.966. Despite being a ranking increase from 2024 where Italy was 94th position, the score is slightly slower, being the previous year 0.967.
- **Political Empowerment:** Italy ranks 65th with a score of 0.255. This is an increase from 2024 where Italy was 67th position with a 0.243 score.

Italy's performance in closing gender gaps presents a mixed picture, with significant disparities between different areas. While the country has shown modest improvements in political empowerment, moving up in both rank and score, women remain substantially underrepresented in politics, and progress in this area is still slow. Conversely, economic participation and opportunity is a major area of concern, as Italy has declined in both rank and score, indicating persistent structural and societal barriers that limit women's access to the workforce, leadership positions, and equal pay. Education shows near gender parity, and

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<sup>1</sup><https://www.weforum.org/publications/global-gender-gap-report-2024/>



health has remained largely stable, but these gains are overshadowed by the slow progress in political influence and the worsening economic participation. Addressing these gaps in political representation and workforce equality is crucial for Italy to achieve meaningful gender equality and to ensure women can fully contribute to and benefit from social and economic development.

## **2. Statement**

Promoting gender balance and equal opportunities is at the core of our values and mission. We believe that a diverse and inclusive workplace is crucial for fostering innovation, creativity, and sustainable growth. Gender equality is not only a matter of fairness but also a key driver for achieving our strategic objectives and building a resilient and successful future.

Despite operating in a traditionally male-dominated industry, we are committed to breaking down barriers and creating a more balanced workforce. Our goal is to ensure that all employees, regardless of gender, have equal access to opportunities, resources, and support.

### ***2.1 Objective***

The main objective of this GEP is to serve as a tool and framework to create a supportive and inclusive workplace that actively promotes gender equality. By embedding gender considerations into our policies, practices, and culture, we aim to ensure that all employees have equal opportunities for growth and advancement.

### ***2.2 Scope of Application***

This Plan applies to all activities of Herobots.

The successful implementation of the GEP will require the commitment of all employees, from leadership to entry-level staff. Organizational backing will be essential to provide the necessary tools, training, and resources to ensure that gender equality is seamlessly integrated into every aspect of our work, fostering an inclusive and equitable environment for everyone.

### ***2.3 Responsibility***

The GEP is endorsed by all members of Herobots who are fully informed about the gender equality plan. The executive team will take corrective actions whenever discrimination is observed or reported. The executive team is responsible for continuously monitoring the situation and regularly updating the plan to incorporate new actions and developments. We will collect data disaggregated by gender and other relevant variables, and we will review and address gender aspects in all areas of our work. These efforts will ensure that gender considerations are integrated into every facet of Herobots's operations.

## **3. Areas of Interest**

The GEP identifies the following areas for promoting gender balance, and reducing gender bias and discrimination.



### ***3.1 Work-life Balance.***

Promoting and supporting a positive, inclusive, and fair work environment for all genders, fostering flexible work arrangements that enable a harmonious balance with personal life. We aim to have a non statistically significant difference in promotion rates for employees who take parental leave. Measures include:

- Flexible working hours (i.e. starting and ending the work day at non-conventional times).
- Remote work options when operationally feasible.
- Equal encouragement of parental leave for all genders.
- Reintegration support after parental leave.
- Right-to-disconnect policy outside working hours.
- Monitoring career progression of employees returning from leave.

### ***3.2 Recruitment and Selection.***

We will ensure that job descriptions, and hiring criteria promote the equal consideration of candidates of all genders. Measures include:

- Gender-neutral language in job descriptions.
- Structured interview processes with standardized evaluation grids.
- Monitoring gender ratio at application, shortlist, and hiring stages.
- Balanced interview panels where feasible.
- Active outreach to attract female candidates in technical roles.

### ***3.3 Performance Evaluation, and Career Development.***

Both men and women have equal access to professional development opportunities. Criteria for promotions will be transparent and measured by quantified KPIs. Measures include:

- Clearly defined promotion criteria.
- Quantified performance indicators.
- Annual review of promotion statistics by gender.
- Mentorship program for underrepresented employees.
- Equal access to professional training.

### ***3.4 Compensation and Benefits.***

Herobots' compensation policies are gender-neutral and free from any bias that might contribute to the gender pay gap. Measures include:

- Annual gender pay gap analysis.
- Transparent salary bands.
- Review of bonus allocation by gender.
- Standardized salary-setting procedures for new hires.

## **4. Prevention of Gender-Based Violence and Harassment**

Herobots adopts a zero-tolerance approach to harassment and discrimination. Measures include:

- Formal Anti-Harassment Policy.
- Confidential reporting channels.



- Anonymous complaint mechanism.
- Clear investigation procedures.
- Protection against retaliation.
- Mandatory awareness training for all staff.

## **5. Training and Awareness**

To foster long-term cultural change, Herobots commits to:

- Mandatory unconscious bias training for managers.
- Biennial diversity and inclusion workshops.
- Inclusive leadership training.
- Communication campaigns promoting equality.

## **6. Data Collection and Transparency**

Herobots will collect and analyze gender-disaggregated data on:

- Recruitment.
- Promotions.
- Salaries.
- Training participation.
- Leadership representation.

An internal annual Gender Equality Report will summarize progress and identify corrective actions where needed.