



Centexbel's Gender Equality Plan – 1 January 2022

This document contains the Gender Equality Plan of Centexbel. It was approved on 25 April 2022 by the management. It sets out the ambition and targets linked to its work to promote gender equality within the organization, as well as important initiatives designed to achieve this ambition. The plan is based on Centexbel's current situation and circumstances as an applied research institute textiles and plastics.

Centexbel strives to offer a stimulating and welcoming environment for everyone in the organization. Our investments are aimed at providing state-of-the-art equipment, a pleasant working environment for our scientists and supporting people. Centexbel strives to offer a safe environment where everybody is treated equally and with respect. Everybody, regardless of gender, gender identity, nationality, ethnical background, religious or political convictions, age and position should be able to flourish and develop. We strive for an equal visibility, empowerment, responsibility and participation of women and men in our organization. In all, Centexbel wishes to build a culture where people feel they can truly be themselves.

The current situation

Centexbel was created in 1949 as a not-for-profit organization and took the status of collective center in 1974. Originally the majority of employees were male, but this has gradually changed as more and more women joined Centexbel.

Today we employ 166 people, and the ratio men/woman is 46/54%. We believe that a good overall balance lies within +/-5% from 50/50%. Unfortunately, this ratio differs from the ideal across different positions of personnel and age cohort.

Since many years Centexbel is doing significant effort to combining life and work. About 40% of all employees are working parttime and about 25% of all parttime employees are men. Parttime work is allowed for men and women in leadership positions.

Centexbel strives to follow the following recruitment principles:

- All ads consist of a clear description of the job purpose, key responsibilities, desired qualifications, skills and knowledge, relevant experience and other aspects that are needed to be able to fulfill the position successfully
- The job description and the required profile of the candidates are written in a gender-neutral and inviting language.
- We strive for gender balance in selection panels for leadership positions.

Objectives

We wish to strengthen our efforts to achieve an organization-wide gender equality by means of systematic and long-term work. As a foundation for this work, we have defined several development targets that we believe are both ambitious and achievable over time. These targets apply to the entire Centexbel organization.

We have defined targets for two indicators based on our starting position. For each dimension, we have defined subordinate targets for gender equality development, to be achieved in three stages: after 3 years, 5 years and 10 years. These sub-targets are determined based on best discretion, and it may be necessary to adjust them based on lessons learnt as the plan progresses. However, our assertion is that Centexbel should maintain a minimum 50/50 gender equality ratio.

Centexbel's gender equality targets

	Current situation	3 years	5 years	10 years
Overall equality status	Ratio women/man 54/46 %	50/50 +-5%	50/50 +-5%	50/50 +-5%
Leadership position	Ratio women/man 33/66 %	40/60 %	40/60 % +-5%	47/53 +-5%

Responsibilities and resources

The responsibility for achieving these targets lies with the following:

- Leadership team. They will be responsible, within their field for appropriate actions to achieve the objectives. They will be supported by HR in recruitment, promotion, ... of personnel.
- HR is also responsible for data collection and annual assessment

Reporting

We will use our established systems to monitor and document the progress of the gender balance over time.

Reporting covering differences in wages is done on a two-yearly basis already and discussed in the "OR".

Jan Laperre

General manager Centexbel

