

At **BIOINSPIRED MATERIALS SL ("BIOM")** we are committed to fostering a professional culture based on respect, diversity and equal opportunities. Gender equality is not only an ethical principle—it is a key driver of our development as a responsible organisation, supporting wellbeing, performance and long-term value creation.

This commitment is reflected in our **Gender Equality Plan (GEP)**, which sets out our approach to ensuring a safe, inclusive and discrimination-free working environment. The GEP is part of our responsible management strategy and continuous improvement efforts.

### **Our Vision**

We aim to build a workplace where every individual can thrive, with real equality of opportunity and without barriers linked to gender. Equality is central to unlocking talent, boosting innovation and enabling sustainable growth.

### **Objectives of the Gender Equality Plan**

Our Gender Equality Plan is built on three core objectives:

1. Ensuring equal treatment and opportunities throughout the employee journey
2. Promoting an inclusive, respectful and supportive work environment
3. Preventing and acting against any form of discrimination or harassment

### **Pillars of the Gender Equality Plan**

- **Equal access and professional development**

Recruitment, internal promotion and development processes are based on objective criteria and free from bias, enabling talent to grow without distinction.

- **Culture of respect and diversity**

We promote a workplace culture that values diversity, positive collaboration and mutual respect.

- **Training and awareness**

We encourage training initiatives that foster gender equality and help recognise unconscious biases, supporting fair and equitable decision-making.

- **Work-life balance and shared responsibility**  
We promote measures that support healthy work-life balance, flexibility and shared responsibility, contributing to wellbeing and sustainable performance.
- **Zero tolerance for harassment**  
We maintain a firm commitment to preventing, detecting and addressing any conduct that constitutes harassment or discrimination.

**Commitments and Key Actions**

- Inclusive language in all internal and external communications
- Recruitment and development based on fairness, merit and transparency
- Training and awareness on equality and unconscious bias
- Conditions that support work-life balance and employee wellbeing
- Clear procedures and firm action against inappropriate behaviour

**Evaluation and Continuous Improvement**

We review the Gender Equality Plan annually to assess its impact, implement enhancements and ensure it evolves alongside our organisation and best practices.

For any queries related to our commitment to gender equality, please contact us at **[gep@bioinspiredmaterials.com](mailto:gep@bioinspiredmaterials.com)**