



# GENDER EQUALITY PLAN

January 2024

## TABLE OF CONTENTS

EXECUTIVE SUMMARY .....	2
1. INTRODUCTION .....	3
2. PRESENTATION OF THE CTLUP ORGANIZATION .....	5
3. OBJECTIVES OF THE GENDER EQUALITY PLAN .....	6
4. SCOPE OF APPLICATION .....	7
5. ENTRY INTO FORCE AND PERIOD OF VALIDITY .....	8
6. GEP ACTION PLAN .....	9
7. LINES OF ACTION AND MEASURES OF THE GENDER EQUALITY PLAN .....	12
8. APPROVAL .....	14

## EXECUTIVE SUMMARY

The CTLUP Srl, a university start-up dedicated to addressing the evolving challenges within the transport sector, recognizes the imperative to navigate the increasingly complex landscape shaped by a surge in demand for transport services, driven by global commerce expansion and population growth in developing countries and urban areas. The organization acknowledges the pressing need to mitigate the environmental and societal impacts associated with transportation, including pollution, climate change, and road accidents, in alignment with broader sustainability goals.

In recognizing historical gender disparities, particularly within the research and innovation sector, CTLUP is committed to fostering a work environment that actively promotes and encourages gender equity. The organization is keenly aware of the historical challenges women have faced in the labour market and aims to rectify these imbalances by creating a culture that values and leverages the diverse talents of both men and women.

CTLUP's commitment to gender equity is not merely aspirational; it has proven instrumental in the positive and substantial growth, both quantitatively and qualitatively, of the organization. The inclusion of diverse perspectives and talents has not only enriched CTLUP's work environment but has also contributed significantly to its overall success.

This Gender Equity Plan, respecting European Guidance\* for such plan, outlines CTLUP's strategic initiatives to further promote gender equity within the organization. The plan encompasses comprehensive measures across recruitment, professional development, representation, and workplace culture. By prioritizing these initiatives, CTLUP aims to create a workplace that is not only diverse and inclusive but also serves as a model for the broader transport, research, and innovation sectors.

Through this executive summary, CTLUP communicates its steadfast commitment to gender equity, aligning with its broader mission of sustainability and innovation in the transport sector. The plan not only addresses historical gender imbalances but also positions CTLUP as a forward-thinking and socially responsible entity in the pursuit of a more equitable and sustainable future.

*\*Horizon Europe Guidance on Gender Equality Plans*

<https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>

## 1. INTRODUCTION

The CTLUP Srl, *hereafter CTLup*, is a university start-up established for the transport sector which is having to address increasingly more complex challenges: in the face of a growing demand for transport of people and goods, due to the growth of global commerce and the increase of the population in developing countries and cities, there is the need to reduce the impacts of transport, which contribute to environmental pollution, climate change, road accidents, in short, to sustainability.

The CTLup organization, aware of the difficulty that women have historically had in the labour market, especially in the research and innovation sector, tries to promote and encourage both equally with male and female talent. At the beginning, such a talent has made CTLup grow in quantitative and qualitative terms in a very positive way.

CTLup, through different action plans and doings, promotes and encourages equal opportunities and non-discrimination between women and men. The fundamental rule on participation in political life is **Article 51 of the Constitution**, according to which all citizens of either sex have equal access to public offices and elected positions, according to the requirements established by law.

**Following an amendment in 2003 (Constitutional Law No. 1/2003)**, also due to a guideline expressed by the Constitutional Court in a ruling in 1995, a sentence was added stating that the Republic shall promote equal opportunities between women and men with appropriate measures. This marked a shift from the static dimension of equal treatment of men and women to the dynamic perspective of equal opportunities, with a view to achieving substantive equality, as already recognised by Article 3 of the Constitution, and in the spirit of the 1979 UN Convention for the Elimination of All Forms of Discrimination against Women (CEDAW) and the 1995 Beijing Declaration, which aim to achieve de facto equality.

**Legislative Decree No. 198 of 11 April 2006**, bearing the 'Code of Equal Opportunities between Men and Women', which stipulates, in Article 48, that public administrations shall prepare positive action plans aimed at removing the obstacles that de facto prevent the realisation of equal opportunities in employment and work between men and women. The decree repeals the equal opportunities provisions of Law No. 125 of 10 April 1991 ("Positive actions for the realisation of equality between men and women at work"), and of Legislative Decree No. 196 of 23 May 2000 ("Discipline of the activity of equal opportunities advisors and councillors and provisions on positive actions").

**Article 117 of the Constitution (introduced by Constitutional Law No. 3/2001)** also provides that "Regional laws shall remove every obstacle that prevents the full equality of men and women in social, cultural and economic life and shall promote equal access of women and men to elected offices." A similar principle was introduced into the statutes of regions with differentiated autonomy by Constitutional Law No. 2 of 2001.

**Law No. 162 of 2021** was published, which contains provisions aimed at supporting women's participation in the labour market and promoting gender pay equality. **Law No. 162/2021** introduced important innovations in the area of equal opportunities between men and women in employment. First of all, the law lowered the size threshold to fifty employees for the identification of companies required to draw up a staff situation report every two years.

The CTLup's Gender Equality Plan (CTLup - GEP) is intended to guarantee equal opportunities between women and men who make-up the company's staff, going one step further than all the actions and action plans that the organization has promoted and implemented. To this end, an in-depth initial diagnosis has been carried out, including quantitative and qualitative data that have served as the basis for the preparation of an action plan containing a series of measures to correct, improve or continue working on those areas that could be improved or continued in terms of equal opportunities between women and men.

By achieving this, it also seeks to support the construction of prosperous and sustainable societies, which in the business sphere is intrinsically related to the promotion of safe, non-discriminatory environments focused on Continuous us improvement.

This action is aligned with the Sustainable Development Goals that the United Nations set in its 2030 Agenda. Each goal has specific targets that involve working based on strong principles and values, with a shared vision that puts people and social progress at the center.



Specifically, this version of the Plan for Equal Opportunities between women and men of CTLup is targeted to align with Objectives 5 and 8.

- **Goal 5:** Achieve gender equality and empower all women and girls. So that new structural frameworks for women's equality in the workplace are put in place and harmful practices against women are eradicated.
- **Goal 8:** Promote inclusive and sustainable economic growth, employment, and decent work for all. As the creation of quality jobs remains a major challenge. To achieve sustainable economic development, societies must create the conditions for everyone to have access to decent employment conditions, stimulating diverse and equitable environments.

In this way, the development of a corporate strategy that considers sustainable and socially responsible criteria is a guarantee of growth, given that it focuses on the culture, circumstances and challenges of CTLup organization.

On the other hand, CTLup is committed to the establishment and development of policies that integrate equal treatment and opportunities between women and men without discriminating directly or indirectly on the grounds of sex, as well as the promotion and encouragement of measures to achieve real equality within the organization, establishing equal opportunities between women and men as a strategic principle of corporation policy.

## **2. PRESENTATION OF THE CTLUP ORGANIZATION**

CTLup is a Small-Medium-Enterprise, established as a start-up, recognized as a spin-off by Sapienza University of Rome at regional, national, and international level.

CTLup is the start-up created by researchers of the Research Centre for Transport and Logistics (CTL) of the Sapienza University of Rome to propose functional and innovative solutions in a changing scenario: a company dedicated to the development of ideas, products, training, innovative and functional services and processes in the field of sustainable mobility, logistics, road safety and technological innovation. Innovation and digitalisation represent our added values. Hence, with our internal team of Computer Scientists, we develop information systems, take part in the most important international projects for the development of self-driving vehicles, support important national firms in industrial logistics process automation.

In order to achieve such an important vision CTLup relies on an interdisciplinary multilingual team of researchers led by Prof. Luca Persia, which includes native speakers of Russian, Spanish, Turkish and Albanese, so as to be able to work without linguistic and cultural barriers both in national and international contexts. Our excellence is testified by a curriculum of over 25 years of experience in research and application, with projects ranging from those financed by the European Commission, the World Bank and the UN, to those developed in Italy, to experiences gained in constantly evolving contexts, especially in Africa and other developing countries in which our presence is strongly rooted. A distinguishing feature of our approach to the planning and management of transport systems lies in the involvement of Citizens, who we integrate into the decision-making processes with specific instruments and processes developed by us.

### 3. OBJECTIVES OF THE GENDER EQUALITY PLAN

This Gender Equality Plan includes a series of objectives, of a general nature and application to the CTLUP SRL organization:

- ✚ Advocate the foundational principle of fostering equal treatment between women and men, with a commitment to ensuring identical professional opportunities across various facets of employment. This includes but is not limited to selection processes, remuneration structures, training initiatives, professional development programs, promotional avenues, and overall working conditions.
- ✚ Pledge to eradicate any form of direct or indirect discrimination rooted in gender, with particular emphasis on addressing issues arising from maternity, paternity, assumptions tied to family responsibilities, marital status, and working conditions.
- ✚ Strive to eliminate all instances of discrimination within internal promotion and selection procedures, with the target of achieving a harmonious and fairly-balanced representation of women in the organizational workforce.
- ✚ Embrace a comprehensive gender perspective that permeates all spheres, policies, and decisions undertaken by the organization, embodying the gender mainstreaming.
- ✚ Proactively work towards preventing sexual harassment and any form of harassment based on gender. This involves robust training initiatives and the development of targeted actions related to conduct, alongside equipping employees with a clear understanding of the protocol for action designed to safeguard the well-being of both female and male staff members.
- ✚ Undertake communication and training endeavours aimed at promoting equal opportunities and dismantling unconscious gender biases across the organization.
- ✚ Strive to foster a work environment conducive to the reconciliation of professional and personal life for every employee at CTLUP, regardless of their tenure or position within the organization, supporting work-life balance.
- ✚ Commit to ensuring parity in remuneration for work of equal value, thereby eradicating gender-based pay disparities.
- ✚ Infuse the gender dimension throughout the organization, with a particular emphasis on Research and Innovation. This involves actively promoting equal participation of women in science and research endeavours and systematically addressing gender-related dimensions within these activities.
- ✚ Envision and actively pursue actions that contribute to a positive socio-economic impact on equal opportunities, particularly within the realms of science and technology, and the broader economic and business landscape.

Respecting those aspects, CTLUP has a dedication to equality, to resolute in its commitment to dismantling barriers and promoting parity between genders. By actively advocating for equal opportunities and fair treatment, it strives to create an atmosphere where every individual, irrespective of gender and nationality, feels empowered and valued.

Beyond that, CTLUP places a premium on fostering an inclusive workplace where diversity is not only embraced but celebrated. Recognizing the inherent strength that diversity brings, it

encourages an environment that respects, appreciates, and draws from the unique perspectives and talents of all employees.

This will be followed by the CTLUP-GEP as it is not merely a conceptual commitment; it is a meticulously planned and strategically implemented initiative. By adhering to the guidelines established in the EC's successful development plan, we ensure that our actions are aligned with a comprehensive framework that has proven efficacy in fostering positive change.

CTLUP further maintains a transparent approach in the execution of the CTLUP-GEP. Regular assessments and updates are conducted to measure progress, allowing us to remain accountable to our objectives and make informed adjustments as needed.

Besides, the recognizing the importance of collaboration, CTLUP actively engages with stakeholders to gather insights, feedback, and diverse perspectives. This collaborative effort ensures that the CTLUP-GEP is not only reflective of internal values but also responsive to the broader needs of the community it serves. In parallel, CTLUP views gender equality and overall equity and inclusivity as ongoing endeavours that require continuous improvement. By remaining dynamic and responsive to evolving societal norms and expectations, we strive to adapt and enhance our initiatives for sustained positive impact.

## 4. SCOPE OF APPLICATION

This Gender Equality Plan will apply to all employees of The CTLUP SRL (IVA: IT15221811001) regardless of their hierarchical level or any other aspect and will be equally applicable to all work centres.

The CTLUP will have a set of activities, regarding actions on Innovation and Research & Development, through the implementation projects and services. Based on that, the organization will target to scopes for developed CTLUP GEP, as they are listed below:

- **Promote Equal Opportunities**, to ensure that all employees have equal opportunities for career development, training, and advancement, irrespective of gender, along with eliminating any equity discrimination in recruitment, promotion, and compensation.
- **Work-Life Balance**, to implement policies and practices that support work-life balance, including flexible working hours, parental leave, and childcare facilities, together with encouraging a culture that values both professional and personal responsibilities.
- **Gender-Inclusive Culture**, to foster a workplace culture that values diversity and inclusion, with raising awareness about unconscious biases and stereotypes, promoting a gender-sensitive environment.
- **Equal Pay**, to regularly review and ensure equal pay for equal work, addressing any gender pay gaps, and provide transparency in salary structures and promotions.
- **Prevention of Harassment and Violence**, to focus on implementing and enforcing a zero-tolerance policy for gender-based harassment and violence in the workplace, towards establishing a clear reporting mechanisms and support systems for victims.



- **Recruitment and Hiring**, while ensuring that recruitment processes are gender-neutral, with monitoring and addressing any gender imbalances in job applications, interviews, and hiring decisions.
- **Training and Development**, to provide training programs on diversity, inclusion, and unconscious bias for all employees, along with encouraging professional development opportunities for underrepresented genders.
- **Workplace Policies**, to review and update existing policies to ensure they are gender-sensitive, while further introducing policies that support work-life balance, parental leave, and flexible working arrangements.
- **Compensation and Benefits**, to conduct regular audits to identify and rectify pay gaps and evaluate and adjust benefits to support the diverse needs of all employees.
- **Communication and Awareness**, in order to develop communication strategies to promote equality within the organization, while also supporting to celebrate achievements and milestones related to equality.
- **Reporting Mechanisms**, to meet the need of establishment of confidential reporting mechanisms for gender-based or any discrimination and harassment, along with investigating and addressing reported incidents promptly.
- **Leadership and Representation**, to encourage gender diversity in leadership positions, and implementing mentorship programs for women in leadership roles.
- **Employee Support**, to provide resources and support for employees facing challenges related to gender issues, together with establishing employee resource groups focused on gender equality.

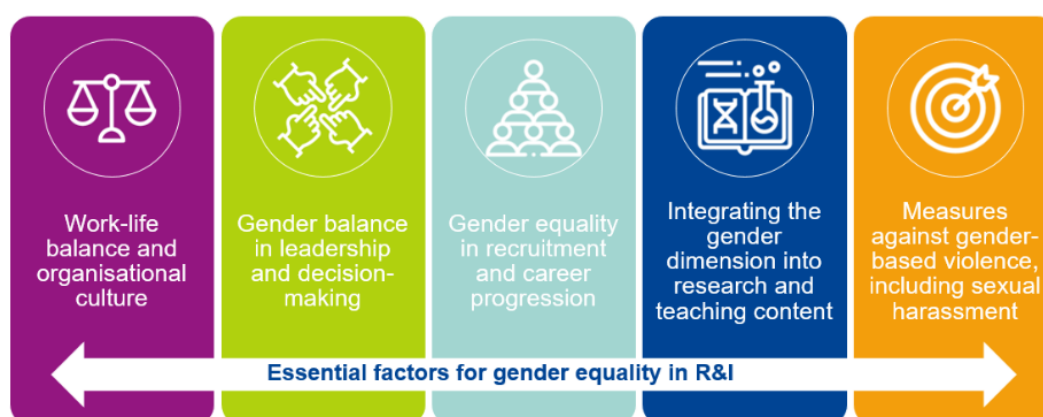
## 5. ENTRY INTO FORCE AND PERIOD OF VALIDITY

This CTLUP's Gender Equality Plan will be planned to come into force the day after its signature, *as expected on 01 January 2024*, and **will be in force until 31 December 2027**.

Six months before the designated deadline for the plan, key organizational stakeholders are expected to provide comprehensive progress reports. These reports serve the crucial purpose of not only assessing and highlighting achievements but also laying the groundwork for the subsequent Gender Equality Plan. The overarching mission of this strategic initiative revolves around the meticulous drafting and approval of a new diagnostic framework. This framework will be instrumental in shaping the contours of the forthcoming Gender Equality Plan, ensuring its alignment with the latest legislative standards. Notably, the plan will extend its reach to encompass a comprehensive salary audit, addressing and rectifying any gender-based disparities in compensation within the organizational structure. Through this multifaceted approach, the organization is committed to fostering an environment that prioritizes and promotes gender equality across all facets of its operations.

## 6. GEP ACTION PLAN

In pursuit of these objectives, CTLUP steadfastly dedicates itself to advancing the cause of gender equality and nurturing a workplace environment characterized by inclusivity. The CTLUP Gender Equality Program (CTLUP-GEP) is diligently executed in alignment with the successful development plan outlined by the EC. This strategic approach is clearly delineated in the following aspects:



Source: [How to prepare a successful proposal in Horizon Europe: Horizontal Aspects](#), presentation by Pepin, A., European Commission, 21 April 2021, Icons - © Flaticon

This CTLUP GEP outlines the strategies and actions to address imbalances and create a workplace where everyone has equal opportunities and is treated with respect and dignity.

### *a. Policy Statement:*

CTLUP's team commits to promoting gender equality and inclusion in all aspects of the organization. This commitment includes:

- i. Ensuring equal opportunities for all employees, regardless of gender to ensure that all employees, regardless of gender, have equal access to employment, training, and career development opportunities.
- ii. Eliminating gender-based discrimination, harassment, and bias to not tolerate any form of gender-based discrimination, harassment, or bias within our organization.
- iii. Promoting work-life balance and flexibility to accommodate diverse needs to promote work-life balance by offering flexible work arrangements that cater to diverse needs.
- iv. Encouraging women's participation and representation at all levels of the organization to actively encourage and support women's participation and representation at all levels of the organization.

### *b. Organizational Analysis:*

Moreover, the dedicated team at CTLUP is unwavering in its pledge to champion a comprehensive analysis across every facet of the organization. This steadfast commitment encompasses an in-depth examination of various dimensions, ensuring a thorough understanding of the intricate workings of the entire entity. The team's dedication extends beyond mere scrutiny; it embraces a proactive approach to scrutinize, evaluate, and enhance

all organizational aspects. This holistic commitment underscores CTLUP's determination to foster continuous improvement and drive excellence in every facet of its operations:

- i. Collect and analyze data on the gender composition of CTLUP's workforce, including recruitment, promotions, and retention. CTLUP will collect and analyze gender-disaggregated data regarding recruitment, promotions, retention, and compensation to identify any gender disparities and areas needing improvement.
- ii. Identify any gender disparities, pay gaps, or barriers to career advancement.
- iii. Assess the company's current policies and practices for gender inclusivity and equality to assess our current policies, practices, and work culture to ensure they are inclusive and gender-neutral.

### ***c. Setting Objectives:***

Furthermore, the CTLUP team is deeply invested in cultivating an environment where setting objectives becomes an ingrained and collaborative practice, involving every member of the organization. This commitment is a testament to the belief that well-defined objectives are the cornerstone of success, serving as guiding beacons that steer the organization towards continuous improvement and achievement.

- i. Objective 1: Achieve Gender Parity in Roles
  - *Target:* Increase the representation of women in leadership positions over the next three years.
- ii. Objective 2: Eliminate Gender Pay Gap
  - *Target:* Close the gender pay gap within the next two years.
- iii. Objective 3: Promote Work-Life Balance
  - *Target:* Implement flexible work arrangements and parental leave policies that support work-life balance.

### ***d. Actions and Measures:***

In pursuit of organizational excellence, the CTLUP team is resolute in implementing strategic actions and measures. This involves proactively devising and executing plans that drive progress, efficiency, and effectiveness. By consistently assessing and refining these actions, the team ensures a dynamic and responsive approach to meet organizational goals.

- i. Recruitment and Retention Strategies:
  - Develop gender-sensitive recruitment strategies to attract diverse talent.
  - Implement unconscious bias training for hiring managers.
  - Establish mentorship programs for women and underrepresented groups.
  - Ensure equal access to career development opportunities.
- ii. Gender-Sensitive Training and Awareness Programs:
  - Conduct regular diversity and inclusion training for all employees.
  - Promote gender sensitivity and allyship through workshops and seminars.
  - Create an inclusive communication strategy that addresses gender diversity.
- iii. Workplace Culture and Policies:
  - Review and revise HR policies to remove any gender biases.

- Promote a respectful and inclusive work culture.
- Offer diversity and inclusion training for all employees.
- iv. Leadership Development Programs:
  - Identify high-potential women within the organization and provide leadership development opportunities.
  - Encourage mentorship and sponsorship relationships for career advancement.
- v. Reporting Mechanism:
  - Establish a confidential and accessible reporting mechanism for gender-based discrimination, harassment, and bias.
  - Ensure swift and appropriate actions in response to reports.

### ***e. Monitoring and Evaluation:***

The CTLUP team places paramount importance on meticulous monitoring and evaluation practices. Rigorous scrutiny is applied to organizational processes, programs, and initiatives, with a focus on continuous improvement. By employing robust evaluation methodologies, the team remains agile, adapting to evolving circumstances and leveraging insights to optimize organizational performance.

- i. Data Collection and Analysis:
  - Regularly collect and analyze gender-disaggregated data to monitor progress toward objectives.
  - Conduct internal audits to assess gender equality within different teams and departments.
- ii. Feedback and Surveys:
  - Seek feedback from employees through surveys and focus groups to understand their experiences and needs.
  - Use feedback to adjust and refine gender equality initiatives.
- iii. Reporting and Transparency:
  - Publish annual reports on gender equality progress, challenges, and future goals, as required by regulations or stakeholders.
  - Share success stories and best practices related to gender equality within CTLUP.

### ***f. Communication and Reporting:***

Transparent communication and comprehensive reporting stand as pillars of the CTLUP team's commitment to accountability and stakeholder engagement. Through effective communication channels, the team disseminates pertinent information internally and externally, fostering a culture of openness. Regular reporting mechanisms are established to provide stakeholders with a clear and accurate depiction of the organization's activities, achievements, and challenges, reinforcing trust and transparency in all interactions.

- (i) Promote transparency by communicating the progress of the GEP to all employees.
- (ii) Share success stories and best practices related to gender equality within CTLUP.
- (iii) Prepare annual reports on gender equality achievements, challenges, and future goals for public dissemination, as required by regulations or stakeholders.

### *g. Resources Allocation and Accountability:*

CTLUP recognizes the importance of responsible resource allocation. Our team diligently allocates resources in alignment with organizational priorities, optimizing efficiency and effectiveness. Moreover, we uphold a culture of accountability, where each team member takes ownership of their responsibilities and contributes to the overall success of the organization.

- ✚ Allocate adequate financial and human resources to implement the GEP effectively.
- ✚ Ensure that departments and teams have the necessary support and resources to meet their gender equality objectives.
- ✚ Assign responsibility for implementing and monitoring the GEP to a designated committee or individual.
- ✚ Hold managers and leaders accountable for achieving gender equality objectives within their respective areas.

## **7. LINES OF ACTION AND MEASURES OF THE GENDER EQUALITY PLAN**

The outlined measures encapsulate specific objectives aimed at fostering positive transformations in various domains scrutinized during the diagnosis. Concurrently, the set actions have been delineated to facilitate their implementation. It is pivotal to underscore that a firm deadline of December 31, 2027, has been established for the execution of these measures. The prescribed actions are designed to unfold gradually, organically assimilating the overarching mission, vision, and values of CTLUP.

In order to fortify the efficacy of the Gender Equality Plan and amplify its positive impact, the establishment of tangible, quantifiable, and realistic actions and objectives is imperative to expedite their implementation. The structured delineation of these actions revolves around distinct axes, each addressing critical facets:

- I. **Focus A - Access to Employment, Recruitment, and Provision of Jobs:** The prime focus is on eradicating gender bias in personnel selection, emphasizing the inclusion of individuals versed in equality. This integration is proposed either from the outset or post the probationary period.
- II. **Focus B - Occupational Classification:** A review and analysis are mandated for position nomenclature, functions within professional classifications, and adherence to non-sexist language across pertinent regulations. This effort aims to foster an inclusive and unbiased working environment.
- III. **Focus C - Awareness Raising and Training:** An emphasis on gender awareness and training for CTLUP staff is pivotal, coupled with the institution's proactive involvement in fostering a more egalitarian society. There is a concerted push to encourage increased female participation in technological areas through targeted promotion of training initiatives.

- IV. **Focus D - Career Development:** Ensuring equal opportunities in professional promotion forms the crux of this particular focus, underlining the commitment to fostering a level playing field for career advancement.
- V. **Focus E - Working Conditions:** Heightening awareness regarding flexible working conditions within the organization is paramount. The objective is to promote the utilization of these measures by both genders, thereby creating a conducive work environment. This will be also supported by introducing flexible working arrangements, in order to encourage the use of parental leave and provide support for employees balancing caregiving responsibilities.
- VI. **Focus F - Establish a Gender Equality Committee:** Forming a committee responsible for overseeing the implementation of the Gender Equality Plan, along with ensuring representation from diverse genders and departments. This will target a regular monitoring and reporting to implement a system for regularly monitoring and reporting on gender-related metrics.
- VII. **Focus G - Co-responsible Exercise of Family, Work, and Personal Life:** This part underscores the need to augment awareness of existing measures facilitating the harmonization of personal, family, and professional commitments. The promotion of these measures is envisioned for both men and women.
- VIII. **Focus H - Under-representation of Women:** A commitment to maintaining equal representation on organizational committees is outlined, reflecting the commitment to gender parity across diverse decision-making bodies.
- IX. **Focus I - Remuneration:** This is dedicated to identifying and rectifying potential causes leading to wage inequality, ensuring a fair and equitable compensation structure.
- X. **Focus J - Occupational Health:** A gender perspective is to be integrated into occupational health considerations, reflecting a holistic approach to the well-being of all employees.
- XI. **Focus K - Prevention of Sexual and Gender-based Harassment:** Active mechanisms to prevent situations of sexual and gender-based harassment are to be instituted, reflecting a zero-tolerance stance within CTLUP.
- XII. **Focus L - Pregnancy, Breastfeeding, and Maternity Protection:** Heightening awareness of measures protecting pregnancy, breastfeeding, and maternity is paramount, signifying a commitment to supporting the diverse needs of the workforce.
- XIII. **Focus M - Review and Update Policies:** Conducting a thorough review of existing policies and update them to align with gender equality principles, along with introducing new policies to address emerging challenges.
- XIV. **Focus N - Community Engagement:** This focus will target to engage with external organizations, NGOs, or initiatives that promote gender equality, while also targeting actions to participate in events and campaigns to raise awareness in the community.
- XV. **Focus O - Legal Compliance:** To ensure that all actions and policies are following Italian laws and decrees related to gender equality, non-discrimination, and workplace rights, in order to ensure compliance with Italian laws and decrees related to gender equality, including Legislative Decree no. 198/2006 and subsequent amendments.

## 8. APPROVAL

CTLUP's commitment to gender equality and inclusivity is integral to our mission. By implementing this Gender Equality Plan, we aim to create a workplace where all employees, regardless of gender, can thrive and contribute to the success of the startup.

This Gender Equality Plan will be reviewed and updated regularly to ensure that it remains aligned with our organization's goals and evolving best practices in gender equality.

*Rome, 31/12/2023*



Ms. Francesca Damiani  
*Rapporteur for GEP of CTLup*



Dr. Sevket Oguz Kagan Capkin  
*Responsible for GEP of CTLUP*



Prof. Luca Persia  
*President of CTLup Srl*



## CTLup Srl

Via Eudossiana 18, 00184, Rome (Italy)

Website: [www.ctlup.com](http://www.ctlup.com)

Email Address: [info@ctlup.com](mailto:info@ctlup.com)

