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2025-2028 Gender Equality Plan(GEP)

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Introduction

Abiel srl is a Company focused on biotechnology research which organization is naturally concerned with the issues related to equality, inclusion, social justice, that represents the heart of its mission.

The Gender Equality Plan presented in this document has two main objectives :

- to present the current state of Abiel's organization in terms of gender equality
- to set up the strategy to further improve it over the next 3 years, identifying a clear set of goals and appropriate actions.

Short Company profile

Abiel S.r.l. is a biotechnology R&D Company established in 2010 as a spin-off of the National Council of Research (CNR) and the University of Palermo, with the partnership of Miami Diabetes Research Institute .

The Company is committed to R&D and production of high quality enzymes and it has been developing a patented key technology platform, highly performant, for the production of recombinant proteins, currently realizing its innovative collagenases COLG and COL H ,marketed for cell isolation in pre-clinical regenerative medicine applications.

Furthermore Abiel offers services in particular engineering and development novel recombinant proteins, screening and characterization of lytic enzymes and ex-vivo animal models for tissue dissociation enzymes selection.

Organization description

Abiel is fully aware of the importance of a fair and balanced gender equality organization and undertakes to making an additional effort to achieve a gender-equal company culture, by taking the measures necessary to develop working conditions and a culture in which female, as well as male workers, feel they are welcome, have job satisfaction and experience the organization as a caring and fair employer.

Abiel since its foundation has been carving a gender equality approach. This approach it is mainly due to the nature of its high international research specialization and the academic workplace .

Abiel it's a small organization; currently has only 1 employee with a regular employment contract for the service sector .

The Company structure is composed by prof. Giulio Ghersi CEO and president of the board of directors, Dr. Danilo De Mari administrative director and component of the board of directors and Mrs. Claudia Rinaldi component of the board of directors. Moreover the company take advantage of a BD & Managing partner Dr. Salvatore Barbagallo, as well as other shareholders .

Objectives

Abiel's President together with the board of directors have planned to reinforce the Company's principles and statement through the implementation of a Gender Equality plan (GEP) for the period 2025-2028.

The following objectives will be pursued:

- Feed gender equality culture and smooth combination of work-life balance
- Pay more attention for a balanced gender representation in management, recruitment, career progression and events
- Integrate gender in research and education content
- Combat sexual and gender-based harassment

Accountability & Responsibility

The GEP is ratified at the executive level (President and board of directors). A Company's manager will be appointed as equality officer, responsible for ensuring that the plan is communicated to all staff members.

In the light of the above Mr. Salvatore Barbagallo is appointed to run the GEP through 2025-2028

Moreover the Equality Officer has the further responsibility to ensure that employees are aware of the gender equality plan and to initiate corrective action when discrimination is observed or reported.

In the meantime everything is on duty, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to steer, if necessary, new actions and developments

Last the Equality Officer is expected to collect data disaggregated by sex and other relevant variables. Such action will help ensure the integration of gender considerations in all of Company's work .

Key Strategic areas and goals

Abiel has identified the following strategic areas to achieve the the GEP goals and performance:

1. Organisational culture and easier combination of work-life balance

METRICS :

1. To insert the GEP plan in Abiel's website

1.a To give visibility and emphasis to GEP plan during research events and congresses so that Abiel is also identified as a champion firm in Gender and Equality activities.

1.b To develop awareness and capabilities of empowering employees so that the workplace and the job is recognized as own providing more work schedule flexibility and work from home to improve personal life and family needs .

2. Gender balance in management, recruitment and career progression.

METRICS:

2.To recruit in 2025 n° 2 employees, whereof 1 will certain be a female researcher , in order to concretely start balancing our gender staff composition.

2.1 Develop equal opportunities in career advancement through a shared evaluation method with the aim of eliminating any gender imbalance.

2.2 To promote gender balance composition in the management and governing bodies of the company.

3. Integrating gender in research and education content

METRICS :

3.To implement research projects investigating gender –related issue so that gender dimension is integrated in research contents.

3.1To promote gender balance in panels and programs of scientific and public events.

3.2 To pursue gender balance in scientific publication and outcome of research activities.

4. Combating sexual and gender-based harassment

METRICS :

4.To integrate Gender-based discrimination into Abiel ethical code specific reference and links to relevant information materials in case of sexual harassment and gender-based violence is provided to staff.

4.1To provide staff with a means of communication to safely report any incidents of discrimination or gender-based harassment.

Approval /Signatures

CEO and President: GIULIO GHERSI

Board of Directors : GIULIO GHERSI; DANILO DE MARI; CLAUDIA RINALDI

Equality Officer Manager : SALVATORE BARBAGALLO

Date : 3 Maggio 2024

Equality Officer Manager
Salvatore Barbagallo



CEO ABIE S.r.l.
Giulio Ghersi

