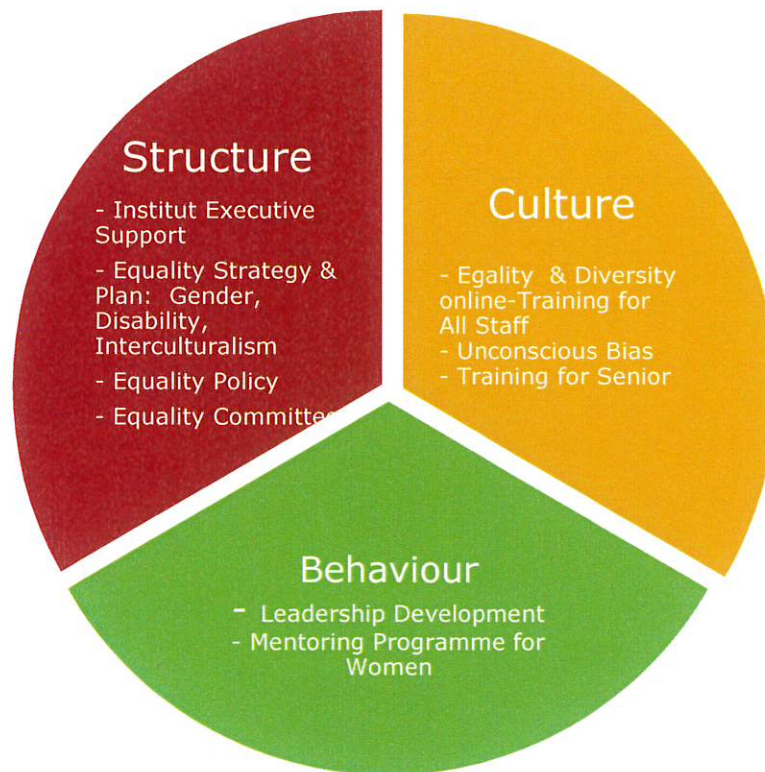


## Equality through Structure, Culture, Behaviour



### Equal opportunities, diversity and fairness

#### Voluntary commitment to promote equal opportunities

The declared goal of ISE gGmbH is to create an inclusive and diverse research environment in which women in science have equal opportunities and opportunities to fully develop their potential. ISE recognizes the value of diversity and gender equality for scientific excellence and encourages the participation and career development of women in research.

- Equal opportunities: Men and women are equally represented in all scientific areas. Job advertisements and selection processes are gender-neutral. Women are promoted in underrepresented research areas.
- Career advancement for women: Targeted training and mentoring programs are offered for women.
- Reconciliation of family and academic career: In order to reconcile work and family, the institute offers flexible working time models as well as working from home.
- Fairness: equal pay and transparency: a) The Institute guarantees fair and transparent pay, regardless of gender. Regular reviews help to identify and resolve any salary discrepancies. b) The introduction of clear guidelines for salary structures and negotiations helps to minimize gender inequalities.
- Gender-sensitive research: The institute promotes the integration of gender aspects in research projects and ensures that the analysis of gender-specific differences is considered.

- Sensitization and awareness-raising: a) Regular training courses and workshops for employees raise awareness of gender-specific challenges and prejudices. b) Using inclusive language and promoting respectful communication is part of our strategy.
- Role model function and networks: a) Female managers serve as role models and encourage other women to pursue an academic career. b) Participation in networks and cooperations that promote the advancement of women in science is actively supported.

This gender equality strategy for women in science and research is a dynamic process that is continuously being developed to meet changing needs and challenges. Through the joint effort of all employees, we want to maintain and expand the positive and inclusive research culture at ISE and fully exploit the potential of women in science.

### Planned measures

- Deployment of an Equal Opportunities Officer
- Equality strategy review and update and annual monitoring
- Implementation of salary analyzes and review of salary structures
- Participation in the women's network meeting 2024 with the Prime Minister of Saxony
- Promotion of equality at all hierarchical levels of the Institute
- Provision of training to strengthen women's leadership skills
- Regular reporting on the status of gender equality in the institute (for example quarterly)
- Employee involvement and open communication about the goals and progress of the Gender Equality Plan

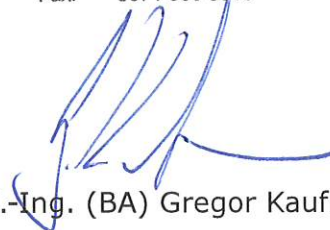
Chemnitz, 07.08.2023

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