

Gender Equality Plan (GEP)

Dandeliion Technologies Ltd.

Effective Period: [1/4/2026–30/03/2029]

1. Statement of Commitment

Dandeliion Technologies Ltd. is committed to ensuring gender equality, diversity, and inclusion across all its activities. As a small enterprise, we recognise both our responsibility and opportunity to embed equitable practices in our organisational culture, recruitment, and research activities.

This Gender Equality Plan (GEP) establishes a proportionate, resource-conscious framework aligned with European Commission requirements for participation in EU-funded programmes.

Approved by Giles Richardson [Executive Lead] , Smita Sahu [Operations Lead], Ivan Korotkin [Technology Lead]

Date: [09/05/2026]

2. Process Requirements

2.1 Publication

This GEP is a formal document published on the company website and communicated to all employees. It is endorsed and signed by our management.

2.2 Dedicated Resources (Proportionate Approach)

Implementation will be integrated into existing roles:

- Designated Gender Equality Lead: Smita Sahu (5% FTE) - smitta.sahu@dandeliion.com
- Oversight from management
- Use of free external resources and guidance

2.3 Data Collection and Monitoring

The company will collect gender-disaggregated data including workforce composition, recruitment outcomes, promotions, and departures. A baseline data snapshot will be recorded in Year 1 to allow meaningful comparison in future reviews.

Monitoring will be conducted annually through a lightweight internal review.

2.4 Training and Awareness (Low-Resource Model)

- Circulation of short guidance materials
- Use of free online training

- Inclusion in onboarding
- Annual internal discussion on workplace culture

3. Thematic Areas and Measures

3.1 Work-Life Balance and Organisational Culture

Measures include flexible working hours, remote work options, and equal access to leave. Parental and carer leave is available to all employees regardless of gender, and we actively encourage shared parenting.

Target: Maintain staff satisfaction and avoid structural barriers.

3.2 Gender Balance in Leadership and Decision-Making

Measures include transparent criteria for leadership roles and inclusive decision-making.

Target: Avoid single-gender dominance where possible.

3.3 Recruitment and Career Progression

Measures include gender-neutral job descriptions, structured hiring processes, and monitoring outcomes. We are also committed to equal pay for equal work: salary bands are documented for all roles, and a pay equity review will be conducted in Year 1 with any gaps addressed promptly.

Target: No systematic bias in recruitment.

3.4 Gender Dimension in Research and Innovation

Assess gender relevance in projects and integrate where applicable.

Target: Consider gender dimension in EU proposals.

3.5 Prevention of Gender-Based Violence and Harassment

Zero-tolerance policy, confidential reporting, and prompt handling of cases. Any employee who experiences or witnesses gender-based harassment or discrimination can report it confidentially to the Gender Equality Lead, Smita Sahu, at smita.sahu@dandeliion.com.

Reports will be handled promptly and impartially, and retaliation against anyone raising a concern in good faith will not be tolerated.

Target: Full staff awareness and timely response.

4. Action plan

The following actions will be taken during the first year of this plan. Progress will be reviewed annually by the Gender Equality Lead.

- Record baseline gender data across workforce (Owner: Smita Sahu | By: July 2026)
- Circulate GEP to all staff and confirm receipt (Owner: Smita Sahu | By: June 2026)
- Complete pay equity review and document salary bands (Owner: Giles Richardson + Smita Sahu | By: October 2026)
- Implement gender-neutral language in all job descriptions (Owner: Smita Sahu | By: June 2026)
- Share unconscious bias guidance with all staff (Owner: Smita Sahu | By: September 2026)
- Confirm parental leave policy is communicated to all employees (Owner: Smita Sahu | By: July 2026)
- Conduct first annual GEP review and update if needed (Owner: Smita Sahu | By: April 2027)

4. Governance and Implementation

Oversight by management, coordination by Gender Equality Lead, and annual review.

5. Review

Annual light-touch review and full update every 3–4 years.

6. Key Principles

Proportionality, practical implementation, and continuous improvement.