



Gender Equality Plan (GEP) 2025-2028

1. Introduction

CHITELIX is committed to fostering an inclusive, equitable, and diverse workplace where all employees, regardless of gender, have equal opportunities to thrive. Our Gender Equality Plan (GEP) aligns with international best practices, ensuring gender balance, fair treatment, and equal access to opportunities in research, innovation, and employment.

2. Objectives

- Promote gender balance across all levels of the organization.
- Eliminate gender bias and discrimination in recruitment, promotions, and salary structures.
- Ensure equal access to professional development and leadership roles.
- Support work-life balance and family-friendly policies.
- Create a safe and inclusive workplace free from harassment and discrimination.
- Integrate the gender dimension into research and innovation activities.

3. Key Commitments and Actions

Public Commitment

- This GEP is an official CHITELIX document, approved by top management, and publicly available on our website.
- A dedicated Gender Equality Committee will oversee implementation and monitoring.

Dedicated Resources

- CHITELIX allocates specific funding and personnel for gender equality initiatives.
- A Gender Equality Officer will be appointed to coordinate activities and ensure progress.

Data Collection and Monitoring

- Collection and analysis of sex/gender-disaggregated data on recruitment, promotions, pay equity, and leadership representation.
- Annual reporting to assess progress and identify areas for improvement.
- Regular internal audits on gender equality measures.



4. Implementation, Monitoring, and Evaluation

The CHITELIX Gender Equality Committee will be responsible for implementation, monitoring, and annual evaluation of the plan. KPIs and progress reports will be published annually, and adjustments will be made based on feedback, audits, and evolving best practices.

5. Legal and International Frameworks

- United Nations' Sustainable Development Goal 5 (SDG 5): Aims to achieve gender equality and empower all women and girls.
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Defines what constitutes discrimination against women.
- ILO's Mandate on Gender Equality: Promotes equality between all women and men in the world of work, based on international labour standards.

6. Approval and Signatures

This Gender Equality Plan (GEP) 2025-2028 is officially adopted and endorsed by CHITELIX management.

Date: **24 FEB. 2025**

Signed by :

Anis BEN GHALIA, CEO, CHITELIX _____

Kais AOUAIEB, COO, CHITELIX _____

Two handwritten signatures in blue ink are present. The top signature is a large, stylized 'A' with a long horizontal stroke. The bottom signature is a more complex, cursive signature.