



Gender Equality Plan

Version July 24, 2022

V-LAB Ltd (V-LAB) is a Private Limited Company, incorporated in the United Kingdom in 2020, with company number 12507450. V-LAB provides management, engineering, energy, and digital technology-related scientific and technical consulting and performs research towards commercialisation of innovative products and services.

V-LAB is committed to the promotion of equality of opportunity irrespective of religious belief, political opinion, race, disability, age, sex, pregnancy and maternity, sexual orientation, married or civil partnership and gender reassignment. In line with such commitment, we have developed this Gender Equality Plan (GEP), which is a voluntary initiative designed to ensure that V-LAB's employment and service provision policies meet legal requirements across all equality categories.

We will also seek to promote good practice across the range of our policies and in respect of all equality categories. GEP builds upon existing equality work undertaken by V-LAB and assists in meeting future equality requirements.

V-LAB GEP is flexible and may be revised in the future. The timescales of such revisions will be in accordance with the other work priorities and available resources. Nevertheless, GEP will be evaluated regularly and updated when needed.

V-LAB will provide the resources to ensure the implementation of GEP, which will also be integrated into our existing corporate planning and performance management processes. Further objectives relating to equality will be integrated into the personal performance plans of our managerial staff, as follows:

1. Work-life balance and organisational culture,
2. Gender balance in leadership and decision-making,
3. Gender equality in recruitment and career progression,
4. Integration of the gender dimension into research and teaching content,
5. Measures against gender-based violence including sexual harassment.

GEP will be implemented as actions within the following areas:

1. Recruitment processes

In recruitment processes, particularly in male-dominated areas such as engineering and information technology:

- The shortlist of candidates created during recruiting will be expanded to possibly include one or more women.

- Structured interviews will be used, which means that the same questions are asked to all candidates.
- Candidates will be asked to perform actual tasks or similar tasks that they would be expected to perform in the role for which they are applying. Their performance on such tasks will form the basis for assessment of their suitability for the role.

2. Salary negotiations

In salary negotiations, perform the following:

- Remove the gender pay gap and be transparent about wages.
- Clearly communicate the salary range on offer for a role to encourage women to negotiate their salary. Such process will help the applicant to know what they can reasonably expect.

3. Working options

A number of work options will be offered:

- Flexible working options, e.g. part-time or full-time work, remote working, etc.
- Help to make work-life balance a priority for both men and women.

4. Mentoring

A mentor will be offered to provide guidance and advice.

5. Leadership

Participation in a leadership program will be offered:

- Leadership development programs will teach important qualities, including management skills and self-confidence.

6. Violence and sexual harassment

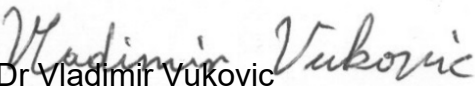
Violence and sexual harassment will not be tolerated:

- Employees will be informed and educated about zero-tolerance in these matters.
- Clear instructions will be provided on reporting matters, follow-ups, and available support.

7. Integration of the gender dimension into research and/or teaching content

The topics on which V-LAB is working are science, technology, and engineering related. While such topics appear to be gender neutral, we will consider questions to prioritise sustainability and address societal needs such as the following:

- Whose interests and needs are served by the research?
- Who will be the users of the knowledge that is to be produced?
- Who can benefit and in which way from the research?


Dr. Vladimir Vukovic
Director of V-LAB LTD