



GENDER EQUALITY PLAN

INTRODUCTION

This Gender Equality Plan represents the commitment of Techno Polis Forum-Lab (<https://techno-polis.com/>) in Europe and internationally to promote a professional culture that respects gender equality and fosters a collaborative, inclusive, and plural work environment. It aligns with best practices in gender equality and diversity management, as well as with European and international standards.

With this in mind, Techno Polis is actively committed to promoting the principles of inclusion, fairness, and equal opportunity, while preventing and removing all forms of direct or indirect discrimination, harassment, or sexual harassment in all our activities and collaborations. These values are fundamental to our mission of combining policy, law, and technology in a way that respects the dignity, rights, and potential of every person engaged with our reality.

In this context, Techno Polis is committed to fostering an open and ongoing dialogue on gender equality and diversity with all stakeholders, including partners, fellows, academics, institutions, and collaborators, to understand and address their expectations and continually improve our practices.

The provisions of this Gender Equality Plan apply with immediate effect to all members of Techno Polis Forum-Lab and extend to our wider network of advisors, fellows, suppliers, and institutional partners, to ensure that the principles of equality and inclusion are embedded across our ecosystem.

NATIONAL AND INTERNATIONAL REFERENCE STANDARDS

Techno Polis Forum-Lab promotes and aligns its Gender Equality Plan with internationally recognized standards, regulations, and guidelines, ensuring consistency with best practices on diversity, equity, and inclusion.

Our commitments are inspired by:

- The 2030 Agenda for Sustainable Development and the related UN Sustainable Development Goals (SDGs), in particular:
 - SDG 5 – Achieve gender equality and empower all women and girls;
 - SDG 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;
 - SDG 10 – Reduce inequalities within and among countries;
- The United Nations Universal Declaration of Human Rights;
- The United Nations Global Compact principles, with specific reference to principles 1 to 6 on human and labour rights;
- The International Labour Organization (ILO) Conventions, in particular:
 - Convention No. 111 on Discrimination (Employment and Occupation);
 - Convention No. 190 on Gender-based Violence and Harassment in the Workplace;
- The ISO 26000 Guidelines on Social Responsibility and UNI ISO 30415 on Diversity and Inclusion in human resource management;
- The OECD Guidelines;
- The Women’s Empowerment Principles promoted by UN Women and the UN Global Compact.
- The principles of the Italian Constitution, in particular Article 3 on equal dignity and equality before the law, together with Legislative Decree No. 198/2006 (Code of Equal Opportunities between men and women) and Law 162/2021 (amendments to strengthen gender equality in the workplace).
- The EU Gender Equality Strategy 2020–2025 and the Wage Transparency Directive 970/2023 of the European Parliament.
- The UNI/PdR 125:2022 Reference Practice on gender equality management systems, including the adoption of specific KPIs.

TECHNO POLIS FORUM-LAB’S COMMITMENT TO GENDER EQUALITY

For Techno Polis Forum-Lab, gender equality is not only a compliance requirement but also a strategic factor for competitiveness, credibility, talent attraction, and innovation in the fields of policy, law, and technology.

We actively promote the principles of inclusion, fairness, and equal opportunity, as well as the prevention and removal of all forms of direct or indirect discrimination, harassment, and gender-based violence, across our daily operations, events, publications, and collaborations with institutions, academia, and industry.

This commitment is supported through specific instruments, such as:

- The Annual Gender Equality Report, ensuring accountability and transparency.
- A confidential reporting mechanism for gender-related concerns or harassment cases.
- The active role of the Gender Equality Lead, responsible for monitoring compliance and progress.
- Engagement of our Advisory Board and Fellows Network, ensuring women are represented in leadership, research, and decision-making.

Finally, Techno Polis fulfills its commitment by participating in and adhering to European and international initiatives that promote gender balance, inclusive culture, and the adequate representation of women in both internal and public events, research projects, and policy dialogues.

WHISTLEBLOWING MANAGEMENT

Techno Polis Forum-Lab encourages anyone who becomes aware of violations of this Gender Equality Plan, or of any conduct contrary to the principles of equality, inclusion, and respect, to report them in good faith through a confidential reporting channel.

Reports may be submitted to the Gender Equality Lead via a dedicated email address, ensuring confidentiality and impartial handling.

All reports will be treated with the highest level of confidentiality, respecting the privacy and dignity of both the whistleblower and the person(s) concerned.

The Gender Equality Lead will ensure that reports are: acknowledged within 7 days; reviewed and assessed promptly; escalated, if necessary, to the Executive Team or external experts for appropriate action.

Techno Polis Forum-Lab applies a zero-tolerance policy against retaliation. Anyone reporting in good faith is protected from any form of discrimination or disadvantage.

The Advisory Board will be informed annually of whistleblowing cases (anonymized) and the measures taken, ensuring accountability and transparency.

This Gender Equality Plan has been formally approved by the Executive Board and is endorsed by the Chief Executive Officer, as the highest representative of the organization, demonstrating the full institutional commitment of Techno Polis Forum-Lab to gender equality, diversity, and inclusion.

Rome, 2 September 2025

Andrea Stazi

Chief Executive Officer

Techno Polis Forum-Lab

