

# GENDER EQUALITY PLAN (GEP)

2024 - 2026

Cellular and Molecular  
Immunological Applications

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# CeMIA Gender Equality Plan (GEP) 2024-2026

## Introduction

We are delighted to announce our company's Gender Equality Action Plan, a significant initiative that demonstrates in the best possible way that CeMIA is a fair and people-centric company, fully committed to creating an inclusive work environment with equal opportunities, free from any discrimination or unfair advantages.

The key principles expressed in this Action Plan include:

1. **Gender Equality as a Fundamental Value:** Gender equality is a fundamental value and a priority for our company, as well as a priority for our competitive development.
2. **Commitment to Equality:** CeMIA clearly states its commitment to providing equal opportunities to men and women at every stage of its corporate operations. It will integrate the principles of gender equality into all corporate activities.
3. **Full Compliance with Legislation:** CeMIA has consistently been steadfast in adhering to the law and meeting all relevant regulatory requirements that arise from the company's operational framework and its field of activity. Therefore, it declares that it will incorporate the principles of Gender Equality into all its activities.

### WE FIRMLY BELIEVE THAT WITH OUR COMMITMENT TO GENDER EQUALITY:

- We create better working conditions, which contribute to maximizing the potential and leveraging the talents of all staff members.
- We help attract and retain talent by ensuring that all staff members are confident that their skills are recognized and valued fairly and appropriately.

We thank all our company staff who contribute to this effort and, with their dedication to our principles and values, create a better future for everyone.

Periodically, we will provide training related to the Gender Equality Plan. The latest version of the Plan is available electronically on our website at

[www.cemia.eu](http://www.cemia.eu).

**Questions:** Please read the Gender Equality Plan carefully. If you have any questions about the Action Plan or its implementation, contact the following individuals in the order listed:

- Your direct supervisor
- The CEO, Ms. Maria Zamanakou:  
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## 1 - METHODOLOGY

The Gender Equality Plan (GEP) of CeMIA is based on four methodological stages that follow the lifecycle of a GEP:

- **Understanding/Overview of the Current Situation:**  
At this stage, we collect gender-related data concerning our company. The goal is to identify gender inequalities within the company and examine relevant National and European Legislation and regulations related to gender equality.
- **Planning/Goal Setting and Action Planning:**  
Based on the collected data, goals are set to improve gender equality. Subsequently, the necessary actions and measures to achieve these goals are designed.
- **Implementation of Measures and Actions:**  
At this stage, the designed actions and measures are implemented. This includes the application of policies, practices, and programs intended to promote gender equality.
- **Monitoring and Evaluation:**  
The progress towards achieving the set goals is measured and evaluated. Feedback data is collected to make adjustments and improvements to the plan and the actions being implemented.

## 2 - DEFINITIONS

- **Gender:** Gender refers to the structured roles in society, stereotypes, and relationships that correspond to women and men in a society. Genders are not merely biological categories (men and women) but also include the social construction of roles, stereotypes, and identity.
- **Racial Equality:** Racial equality refers to a situation where all individuals, regardless of gender and racial background, have the opportunity to develop their potential and make free choices without being restricted by stereotypical racial roles. This promotes the equal treatment and evaluation of individuals regardless of their racial background.
- **Racial Diversity:** Racial diversity refers to the existence of different racial groups beyond the binary system of men and women. It acknowledges the diversity and variety in the multicultural world beyond the simple distinction of men and women.
- **Sex:** Sex refers to the biological categories typically defined as men and women, based on the physiological characteristics of the body and reproduction.

It is important to understand that these concepts are complex and multidimensional, and their understanding varies depending on historical periods and cultures. Understanding and addressing issues related to gender, racial equality, and racial diversity are crucial for combating inequalities and promoting justice and equality.

### 3 - LEGISLATION / REGULATORY FRAMEWORK

The Gender Equality Plan (GEP) of CeMIA is designed based on national and European legislation concerning gender equality and the prevention of discrimination and harassment. The primary regulatory and institutional framework includes the following elements:

1. **National Legislation:** This includes the laws, regulations, and policies applied in Greece related to gender equality. Examples may include the gender equality law, the anti-discrimination law, and the law promoting gender equality in the workplace.
2. **European Legislation:** The European Union has established directives and regulations concerning gender equality, which must be observed at the member state level.
3. **Institutional Bodies:** This category includes institutional organizations such as the National Council for Gender Equality, which monitors and promotes gender equality issues. The primary regulatory and institutional framework is outlined below:

#### Charter of Fundamental Rights of the European Union

**Article 21, Paragraph 1:** "Any discrimination based on any ground such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited."

**Article 23:** "Equality between women and men must be ensured in all areas, including employment, work, and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the underrepresented sex."

European Union Legislation - Consolidated Version of the Treaty on the Functioning of The European Union

**Article 157** (formerly Article 141 of the Treaty establishing the European Community)

1. Each Member State shall ensure the application of the principle of equal pay for male and female workers for equal work or work of equal value.
2. For the purposes of this article, "pay" means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the employer pays directly or indirectly to the worker in respect of his employment.

Equal pay without discrimination based on sex means:

- (a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement.
  - (b) that pay for work at time rates shall be the same for the same job.
3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.
  4. In order to ensure full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers.

## European Directives

In EU legislation, mostly adopted through the ordinary legislative procedure, the following directives are included:

- [Council Directive 79/7/EEC](#) of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security;
- [Council Directive 92/85/EEC](#) of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding;
- [Council Directive 97/81/EC](#) of 15 December 1997 concerning the framework agreement on part-time work concluded by UNICE, CEEP, and the ETUC;
- [Council Directive 2000/43/EC](#) of 29 June 2000 on implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (Racial Equality Directive), which prohibits discrimination based on racial or ethnic origin in a wide range of areas, including employment, social protection, social advantages, education, and access to goods and services available to the public, such as housing;
- [Council Directive 2000/78/EC](#) of 27 November 2000 establishing a general framework for equal treatment in employment and occupation;
- [Council Directive 2004/113/EC](#) of 13 December 2004 on implementing the principle of equal treatment between men and women in the access to and supply of goods and services;
- [Directive 2006/54/EC](#) of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation;



- [Council Directive 2010/18/EU](#) of 8 March 2010 on implementing the revised framework agreement on parental leave and repealing Directive 96/34/EC;
- [Directive 2010/41/EU](#) of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC;
- [Directive 2011/36/EU](#) of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA;
- [Directive 2011/99/EU](#) of the European Parliament and of the Council of 13 December 2011 on the European protection order;
- [Directive 2012/29/EU](#) of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support, and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA;
- [Directive \(EU\) 2019/1158](#) of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU;
- [Directive \(EU\) 2022/2381](#) of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies;
- [Directive \(EU\) 2023/970](#) of the European Parliament and of the Council of 10 May 2023 on strengthening the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

## Constitution of Greece

**Article 4, Paragraph 2:** "Greek men and women have equal rights and obligations."

**Article 22, Paragraph 1, Subparagraph b:** "All workers, irrespective of gender or other distinctions, have the right to equal pay for work of equal value."

**Article 116, Paragraph 2:** "The adoption of positive measures to promote equality between men and women does not constitute discrimination on the basis of sex. The State ensures the elimination of inequalities that exist in practice, particularly those affecting women."

## Greek Legislation

- **Law 4808/2021**, "For the Protection of Work, Establishment of the Independent Authority 'Labor Inspection', Ratification of the ILO Convention 190 on the elimination of violence and harassment in the world of work, Ratification of the ILO Convention 187 on the Promotional Framework for Occupational Safety and Health, Incorporation of Directive (EU) 2019/1158 of the European Parliament and the Council of 20 June 2019 on work-life balance for parents and carers, other provisions of the Ministry of Labor and Social Affairs and other urgent regulations.", Government Gazette A 101/19.6.2021
- **Law 4604/2019**, "Promotion of Substantial Gender Equality, Prevention and Combating of Gender-Based Violence, etc.", Government Gazette A' 50/26.03.2019
- **Law 4491/2017**, "Legal Recognition of Gender Identity, National Mechanism for Drafting, Monitoring, and Evaluating Action Plans for Children's Rights and other provisions", Government Gazette A' 152/13.10.2017

- **Law 4531/2018**, "I) Ratification of the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence and adaptation of Greek legislation (...)", Government Gazette A' 62/5.4.2018
- **Law 4443/2016**, "I) Transposition of Directive 2000/43/EC on implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation, and Directive 2014/54/EU on measures facilitating the exercise of workers' rights in the context of freedom of movement for workers (...)", Government Gazette A' 232/9.12.2016
- **Law 4097/2012**, "Implementation of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity - Harmonization of legislation with Directive 2010/41/EU of the European Parliament", Government Gazette A' 235/3.12.2012
- **Law 4075/2012**, Chapter VI, Articles 48-54, "Transposition into National Law of Directive 2010/18/EU of the Council of 8 March 2010 on the implementation of the revised framework agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP, and ETUC and repealing Directive 96/34/EC", Government Gazette A' 89/11.4.2012
- **Law 1756/1988**, "Code of the Organization of Courts and the Status of Judicial Officials", Government Gazette A' 35/26.2.1988
- **Law 3896/2010**, "Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation - Harmonization of current legislation with Directive 2006/54/EC of the European Parliament and the Council of 5 July 2006 and other related provisions", Government Gazette A' 207/8.12.2010
- **Law 3769/2009**, "Implementation of the principle of equal treatment between men and women in access to goods and services and the provision thereof, as provided by Directive 2004/113/EC, and other provisions", Government Gazette A' 105/01.07.2009

- **Law 3488/2006**, "Implementation of the principle of equal treatment between men and women in matters of employment, vocational training and promotion, working conditions and other related provisions, as provided by Directive 2002/73/EC of the European Parliament", Government Gazette A' 191/11.09.2006
- **Presidential Decree 105/2003**, "Adaptation of national law to the provisions of Directive 97/80/EC of the Council of 15 December 1997 (OJ L 14, 20.1.1998, p. 6) on the burden of proof in cases of discrimination based on sex", Government Gazette A' 96/23.04.2003; repealed by Article 30 paragraph 5 of Law 3896/2010
- **Presidential Decree 87/2002**, "Implementation of the principle of equal treatment between men and women in occupational social security schemes in compliance with Directives 96/97/EC and 86/378/EEC", repealed by Article 30 paragraph 5 of Law 3896/2010
- **Presidential Decree 176/1997**, "Concerning the implementation of measures to improve the health and safety of pregnant workers and workers who have recently given birth or are breastfeeding, adapted to the provisions of Directive 92/85/EEC of 19 October 1992", Government Gazette A' 150/15.07.1997, as amended by Article 2 paragraph 1 of PD 41/2003, Government Gazette A' 44/21.2.2003
- **Law 1483/1984**, "Protection and facilitation of workers with family responsibilities – Amendments and improvements to labor laws", Government Gazette A' 153/8.10.1984
- **Law 1414/1984**, "Implementation of the principle of equality between the sexes in labor relations and other provisions", Government Gazette A' 10/2.1984
- **Presidential Decree 1362/1981**, "Replacement of paragraph 1 of Article 38 of AN 1846/51 'ON SOCIAL INSURANCE' in accordance with Directive 79/7/EEC of the Council of the European Communities of 19 December 1979", Government Gazette A' 339/30.12.1981

#### 4 - SETTING GOALS AND PLANNING ACTIONS

CeMIA already has a significant number of women employees in all roles and levels within the company. All women and men working for the company actively contribute to all departments.

Based on the guidelines of the [National Action Plan for Gender Equality](#), CeMIA has drafted the following Action Plan, which aims to ensure the equal participation of women in all corporate processes and raise awareness among all employees on gender-related issues.

This Gender Equality Action Plan sets out the priorities, actions, and measures undertaken by CeMIA for the period 2024-2026, promoting the achievement of real equality in practice. We aim to achieve substantial equality as it is our unwavering belief that Gender Equality constitutes a fundamental right for everyone and a basic value for democracy.

The Goals of the Plan are:

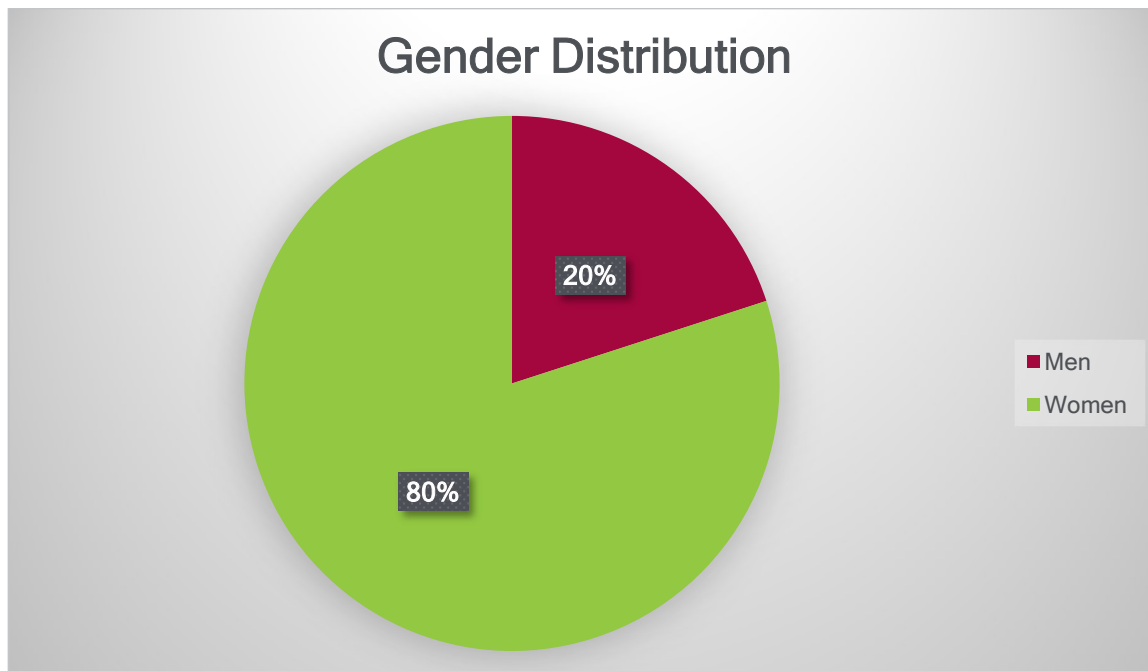
- **Documenting the Current Situation and Auditing Corporate Processes:** To identify potential weaknesses in the equal treatment of genders.
- **Equality in Recruitment and Career Advancement Processes:** Ensuring that recruitment, promotion, and employee development processes are free from gender-based discrimination is of fundamental importance. Therefore, objective evaluation criteria and professional development programs that are equally accessible to all are utilized.
- **Prevention of All Forms of Violence and Harassment:** The company's management is committed to preventing any form of harassment or violence in the workplace and strictly addressing any behavior that contravenes corporate policy.

- **Work-Life Balance:** Promoting the balance between work and family life is a significant factor in the satisfaction of every man or woman actively participating in the company. Work-life balance tools may include flexible working hours and the provision of benefits that support employees in their family responsibilities.
- **Equality in Pay:** Ensuring equal pay for similar positions is essential for eliminating workplace inequalities.
- **Awareness, Education, and Sensitization on Discrimination Issues:** Integrating Gender Equality into the corporate culture is fundamental. Hence, training employees to address biases and promote gender sensitivity are particularly important actions.

### Recording the Current Situation

In the year the Plan was drafted, the current situation is as follows:

Graph 1. Overall Gender Distribution Percentage for the Year 2024 (chart of Men vs. Women in the total company workforce)



## Objectives - Action Measures

The following are the proposed action measures for each of the plan's objectives.

The Management of the company and the Human Resources Department are responsible for the implementation of the following measures.

Implementation period: 2024 - 2026

Action	Measures
<p><b>Equality in Recruitment and Career Advancement Processes</b></p>	<p>Equal treatment of all employees is a fundamental principle for CeMIA, and the company implements the following measures to ensure it in practice:</p> <ul style="list-style-type: none"> <li>• <b>Implementation of Laws and Regulations:</b> Compliance with laws and regulations concerning equal opportunities and the prevention of discrimination is fundamental for ensuring legal compliance and avoiding legal issues.</li> <li>• <b>Collection of Feedback:</b> Gathering feedback on adherence to the principle of equal treatment is important for assessing progress and identifying potential problems. Transparency and continuous evaluation help improve practices.</li> <li>• <b>Criteria and Data:</b> Making decisions based on well-documented criteria and analytical data ensures that decisions are made objectively, not based on biases.</li> </ul> <p>CeMIA has already adopted and uses a structured and meritocratic Performance Management process that offers everyone greater clarity regarding development and advancement opportunities. The measures adopted by CeMIA for the recruitment and career advancement of personnel based on objective criteria are crucial for ensuring equal treatment and eliminating discrimination. Our corporate processes create a fair and equitable work environment and are based on the following points:</p>

- **Objective Recruitment Procedures:** Implementing objective, transparent recruitment procedures helps eliminate gender-based discrimination and biases. Compliance with legislation guarantees transparency and fairness in hiring.
- **Selection Based on Knowledge and Skills:** Selecting candidates based on academic knowledge, professional experience, and skills, regardless of gender, is the correct way to choose the best candidates for positions.
- **Personality Assessment:** Evaluating candidates' personality traits in relation to the requirements of the position and the job allows for the selection of candidates best suited for the job, irrespective of their gender.
- **Maintaining Gender Balance:** Maintaining and enhancing gender balance in positions of responsibility is important for eliminating inequalities within the company's workforce.

Action	Measures
<p><b>Prevention of All Forms of Violence and Harassment</b></p>	<p>At CeMIA, we provide a safe workspace for all employees and strive to create and maintain a work environment where people are treated with dignity and respect. The company's environment must be characterized by mutual trust and the absence of intimidation, oppression, and exploitation to ensure a safe workspace and reduce the risk of violence, unlawful discrimination, or harassment.</p> <p>CeMIA has already implemented and published the relevant Policy Against Violence and Harassment. The Human Resources Department, in direct collaboration with the company's Management, monitors and ensures the correct implementation of this policy and will update it as required.</p>



Action	Measures
<b>Work-Life Balance</b>	<p>CeMIA aims to provide its staff and partners with substantial facilitation by creating a flexible and cohesive working environment. This allows employees to meet their family obligations while harmonizing their professional and family lives, by implementing the following measures:</p> <ul style="list-style-type: none"> <li>• <b>Flexible Working Hours:</b> Flexible working hours allow employees to adjust their work schedules to better align with their family commitments.</li> <li>• <b>Remote Work:</b> The option for remote work enables employees to work from a distance, which can be extremely helpful in cases of increased family responsibilities.</li> <li>• <b>Child Sick Leave and Family Leave:</b> Providing child sick leave and family leave allows employees to care for their children or attend to other family needs when necessary.</li> <li>• <b>Encouraging Fathers:</b> Encouraging fathers to participate in parental care is crucial for ensuring equal opportunities and strengthening their role within the family.</li> </ul>
Action	Measures
<b>Pay Equality</b>	<p>CeMIA's policy of providing equal pay for similar positions and performance, regardless of gender, is a positive step toward eliminating the gender pay gap. This gap reflects the inequality that women often experience concerning wages compared to men in many societies. The adopted rules are as follows:</p> <ul style="list-style-type: none"> <li>• The factors determining <b>the level of compensation</b> will be education, professional experience, and job requirements.</li> <li>• The level of all types of compensation will be independent of gender.</li> </ul>

Action	Measures
<p><b>Information, Training, and Awareness on Discrimination Issues</b></p>	<p>The information, training, and awareness of all employees on Gender Equality issues can significantly improve the practical achievement of gender equality. These efforts influence how the company communicates its values, policies, and actions to the general public and its employees.</p> <p>CeMIA is committed to adopting gender-neutral communication and balanced gender representation in all publicity actions by:</p> <ul style="list-style-type: none"> <li>• <b>Using Gender-Neutral Language:</b> Employing gender-neutral language is important to avoid reinforcing gender stereotypes and to ensure equality.</li> <li>• <b>Ensuring Gender Equality in Existing Texts and Policies:</b> Reviewing and revising existing texts and policies to ensure gender equality is crucial. This includes examining and modifying practices that may create gender-based discrimination.</li> <li>• <b>Implementing Principles of Inclusiveness:</b> Including diverse voices and perspectives is important for promoting equality. The company can ensure that various viewpoints are heard and considered in all its actions.</li> <li>• <b>Balanced Gender Representation:</b> Representing both men and women equally in information and publicity actions is important to demonstrate the company's practical commitment to equality.</li> </ul>

## 5 - MONITORING AND EVALUATION

Under the responsibility of CeMIA's Human Resources Department, the progress toward achieving the set goals is measured and evaluated.

### Data Collection

- Feedback data is collected regarding gender representation at all corporate levels to assess the completion of the goals established by this Gender Equality Plan.
- Employee satisfaction and commitment are also monitored through relevant surveys.

### Evaluation of the Gender Equality Plan Implementation

- Corporate progress against the goals is evaluated with the involvement of the Management.
- The results of the employee satisfaction and commitment surveys are analyzed.
- Periodic audits are conducted to ensure the adherence to gender-neutral practices in recruitment and career advancement of personnel.
- Modifications and improvements to the Gender Equality Plan and the implemented actions are proposed if necessary.

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This Gender Equality Plan has been approved by the CEO of the company, Ms. Maria Zamanakou, and is posted on the corporate internal portal and the company website ([www.cemia.eu](http://www.cemia.eu)).