

Datalab GmbH

Kärntner Ring 5–7, 1010 Wien, Austria

Gender Equality Plan (Public Statement)

Approved by: Executive Director

Date: 28 August 2025

At Datalab, we believe that innovation and inclusivity go hand in hand. Gender equality is not only a fundamental value of the European Union, but also a key driver for excellence in research, technology and creative collaboration.

Our commitment

We commit to:

- Ensuring a respectful, safe and inclusive working culture.
- Promoting equal opportunities in recruitment, career development and leadership.
- Supporting work–life balance through flexible and hybrid work models.
- Monitoring progress with gender–disaggregated data and transparent reporting.
- Addressing gender in our research and innovation activities wherever relevant.
- Preventing and responding to any form of harassment or discrimination with zero tolerance.

Key actions

- **Governance:** Appointment of a GEP Lead (HR/EDI Manager) and a cross–functional Steering Group.
- **Training:** Annual awareness sessions for all employees and tailored training for managers and hiring panels.
- **Data & transparency:** Annual collection and publication of gender equality indicators (recruitment, pay, progression, leadership).
- **Targets:** Strive for balanced gender representation in leadership and project decision–making bodies by 2027.
- **Support:** Dedicated resources (€5,000 per year, 0.3 FTE staff time) to implement, monitor and improve this Plan.

Accountability

This GEP is endorsed by Datalab's top management and will be reviewed annually. A progress report will be shared publicly each spring.

For questions, concerns or confidential advice, please contact gep@datalab.eu.

Executive Director

Name:

Oleksii Volkov

Signature:

[Handwritten Signature]

Date:

28. August 2025



Datalab GmbH
Kärntner Ring 5–7,
1010 Wien, Austria



+43 1 205 11 60
sales@datalab.eu
datalab.eu