

KFACTORY GENDER EQUALITY PLAN



2025

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Gender Equality

PLAN

2025 - 2028

DOCUMENT DETAILS:

ORGANISATION	KFACTORY
DISEMINATION	PUBLIC
IMPLEMENTATION	01.01.2025 - 31.12.2028
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VERSION	1
DATE	26.09.2025

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Gender Equality PLAN

I. INTRODUCTION

KFactory is a trusted partner for manufacturers in their digital transformation journey, connecting industry leaders, technology providers, employees, and research institutions to accelerate innovation and operational excellence. As an international deep-tech company, we foster collaboration across local, regional, and global networks to build a sustainable digital ecosystem for Industry 4.0.

Within this ecosystem, **equity and equality are fundamental principles** that guide our activities and projects. Ensuring conformity with European standards of work and enhancing the well-being of our employees, KFactory promotes equality at every social level, with a strong emphasis on gender equality.

KFactory integrates **gender equality as a core organizational value and approach**, recognizing and appreciating the diversity of its staff based on cultural background, gender, age, religion, nationality, sexual orientation, functional ability, and socio-economic situation. While we have made significant progress in promoting equal opportunities and fair treatment, we acknowledge that further efforts are necessary to achieve full gender equality across our organization.

In line with European recommendations, KFactory's Gender Equality Plan (GEP) is grounded on the following principles:

1. **Equality** – every individual, regardless of origin, gender, nationality, religion, or background, has equal rights and must be treated equally.
2. **Equity** – every person should be treated fairly, impartially, and with dignity.
3. **Responsiveness** – all gender-related issues will be addressed promptly and effectively.
4. **Tolerance** – diversity of people, perspectives, and experiences will be respected without discrimination.
5. **Transparency** – all information regarding gender equality will be public, accessible, and easy to understand.

The Gender Equality Plan will be implemented over a **3.5-year period (2025–2028)** and will include four phases:

1. **Audit phase (July–September 2025)** – collection of gender-disaggregated data and review of internal practices to identify inequalities and their causes.
2. **Planning phase (October–December 2025)** – defining objectives, targets, and a roadmap of actions to address identified gaps.
3. **Implementation phase (January 2026–December 2028)** – execution of the roadmap activities, training programs, and policy updates.
4. **Monitoring and evaluation phase (2026–2028)** – annual review of progress and results, alongside adjustments and improvements based on feedback.

The structure of KFactory's GEP is designed to meet **EU Gender Equality Plan standards**. Following the introductory overview of KFactory's current equality context, the GEP sets out the definitions and guiding principles that underpin its creation. It then outlines the relevant legislative framework at European and national levels, followed by KFactory's goals, objectives, and concrete actions to be implemented. Finally, it includes a monitoring and evaluation framework to ensure accountability, track progress, and embed a culture of continuous improvement.

II. DEFINITIONS

- **Gender Equality:** At KFactory, gender equality means ensuring equal rights, responsibilities, and opportunities for all employees, regardless of gender. It does not imply that women and men must become the same, but rather that their opportunities and treatment will not be determined by gender. Gender equality recognizes the diverse needs, perspectives, and priorities of different groups of women and men, and is regarded as both a fundamental human right and a prerequisite for sustainable, people-centered development in line with our mission of shaping the future of Industry 4.0.
- **Gender:** Gender refers to the socially constructed roles, expectations, and opportunities associated with being male or female, as well as the relationships between and among women and men. These roles and expectations are shaped by cultural and organizational norms, may vary over time and context, and influence what is considered appropriate or valued for women and men in the workplace. At KFactory, we recognize that such constructs must be addressed to ensure fairness and inclusion.
- **Gender-Based Violence:** KFactory defines gender-based violence as any harmful act directed at an individual because of their gender, including harassment, intimidation, and abuse. Such behavior is strictly prohibited within our company and will be met with zero tolerance in line with our Code of Conduct.
- **Gender Sensitivity:** Gender sensitivity is the awareness and consideration of gender differences, norms, and inequalities in decision-making, processes, and workplace culture. At KFactory, this means acknowledging and addressing different rights, responsibilities, and experiences of women and men to ensure that our policies, practices, and technologies support an inclusive and respectful environment for everyone.

III. LEGISLATIVE FRAMEWORK

KFactory's GEP is aligned with:

- European Commission's Gender Equality Strategy 2020–2025
- European Pact for Gender Equality
- Romania's National Strategy for Equality of Chances

IV. GOAL

To integrate gender equality into KFactory's organizational culture, decision-making, and innovation processes, ensuring fairness, safety, and inclusion.

V. OBJECTIVES AND MEASURES

Objective 1: Promote Gender-Sensitivity in All Processes

- Collect and monitor gender-disaggregated data on staff recruitment, promotion, pay, and training.
- Publish annual gender equality progress reports.

Objective 2: Awareness and Training

- Provide annual training on gender equality and unconscious bias for staff and managers.
- Run awareness campaigns on inclusion and respectful workplace culture.

Objective 3: Equal Opportunities in Recruitment and Career Progression

- Implement inclusive hiring practices (gender-neutral job ads, balanced shortlists).
- Ensure transparent criteria for promotions and career development.
- Launch a mentorship program supporting women and underrepresented genders in leadership tracks.

Objective 4: Gender Balance in Leadership

- Set targets for increased representation of women in decision-making roles.
- Encourage leadership programs designed to support diverse talent.

Objective 5: Work-Life Balance and Organizational Culture

- Promote flexible working arrangements (remote, flexible hours).
- Support parental leave for all genders.
- Recognize and encourage work-life balance practices.

Objective 6: Prevent and Eliminate Gender-Based Violence and Harassment

- Enforce a zero-tolerance policy on harassment and discrimination.
- Provide confidential reporting channels and ensure whistleblower protection.
- Offer support services and resources for those affected.

VI. IMPLEMENTATION AND RESOURCES

- Appointment of a **Gender Equality Officer**.
- Dedicated resources (budget, staff time) for GEP implementation.
- Integration of gender equality indicators into KFactory's annual strategic review.

VII. MONITORING, EVALUATION, AND LEARNING

To ensure the effective implementation of the Gender Equality Plan (GEP) and maximize its impact, KFactory will establish a **dedicated monitoring process** led by the **Gender Equality Officer** together with the **Executive Management Team**.

Each December, the Gender Equality Officer will prepare and present two reports:

1. A report on the overall **state of gender equality within KFactory**, including progress on actions and objectives set in the GEP.
2. A report on the **implementation and effectiveness of mechanisms to prevent gender-based violence and harassment**.

These reports will be reviewed and discussed with the management team and key stakeholders, serving as a foundation for continuous learning and improvement of gender equality initiatives.

Furthermore, KFactory will actively participate in **industry collaborations, knowledge exchanges, and peer learning activities** with partner organizations, academic institutions, and clients. By sharing experiences and best practices, we aim to contribute to the advancement of gender equality not only within our company, but also across the wider Industry 4.0 ecosystem.

In line with our culture of continuous improvement, the GEP will be **revised whenever objectives are achieved or new challenges emerge**. Future versions of the plan will build on the lessons learned—both successes and shortcomings—and will likely broaden their scope to address a wider range of challenges, involving additional partners and extending the impact from a company and industry level to **national and international levels**.

VIII. CONCLUSION

This GEP reflects KFactory's values of **integrity, inclusion, and innovation**, strengthening our culture and ensuring sustainable growth. Through transparency, accountability, and action, we commit to advancing gender equality as a cornerstone of our corporate responsibility.

