

Gender Equality Plan

Babele Create Together ApS | Adopted [August 2026] | Next review [August 2027]

1. PURPOSE AND SCOPE

Babele Create Together ApS is committed to gender equality as a condition of good work and good products. This Gender Equality Plan sets out the measures, responsibilities and indicators through which the company pursues that commitment. It applies to all staff, contractors and collaborators of Babele Create Together ApS and its affiliated entity Babele Create Together SRL, and to all projects the company participates in, including EU-funded projects.

The plan is a public document, approved and signed by the company's management, and published on the company website. It is reviewed annually.

2. DEDICATED RESOURCES

Responsibility for implementing this plan is assigned to the Chief Operating Officer, who acts as Gender Equality Officer and reports to the CEO. The role includes:

- maintaining the data described in section 3 and preparing the annual report;
- organising the training described in section 4;
- receiving and handling concerns raised under section 5.5;
- proposing revisions to this plan.

Working time for these tasks is allocated within the Gender Equality Officer's role. Where specific expertise is needed, in particular for training delivery or for reviewing recruitment practice, the company engages external expertise and budgets for it.

3. DATA COLLECTION AND MONITORING

Babele collects and maintains sex and gender disaggregated data on its personnel, covering headcount, role and seniority level, recruitment applications and outcomes, promotions, and participation in training. Equivalent data is collected on participants in programmes the company delivers, where participants provide it and data protection rules allow.

The Gender Equality Officer prepares an annual report on the following indicators:

- gender distribution of staff overall and by seniority level;
- gender distribution in leadership and decision-making bodies;
- gender distribution of applicants, shortlisted candidates and hires;
- gender distribution of promotions and of participation in training;
- number of concerns raised under section 5.5 and how they were resolved.

The report is presented to management, used to set the following year's targets, and its headline figures are published alongside this plan. All data is handled in line with the GDPR and the company's information security and privacy management system, and reported in aggregate form only where small numbers could identify individuals.

4. TRAINING AND AWARENESS

All staff take part in awareness raising on gender equality and unconscious bias at least once a year. Everyone involved in hiring or performance decisions completes training on bias in recruitment and evaluation before taking part in a selection process. New staff are introduced to this plan and to the reporting routes in section 5.5 as part of onboarding.

5. AREAS COVERED, MEASURES AND TARGETS

5.1 Work-life balance and organisational culture

- Flexible and remote working is available to all staff by default, and is not treated as a concession or a career disadvantage.
- Meetings are scheduled within core hours so that caring responsibilities do not exclude anyone from decisions.
- Parental leave is supported for all parents regardless of gender, with a documented return-to-work conversation covering workload and working pattern.
- Target: no gender gap in the uptake of flexible working or in return-to-work rates after parental leave.

5.2 Gender balance in leadership and decision-making

- Gender composition of the leadership team is reported annually and published.
- Where a leadership or decision-making role is filled, the company documents that candidates of more than one gender were considered.
- Internal and external panels, working groups and project representation are composed with gender balance in mind.
- Target: no gender represents less than 40% of the leadership team, to be reached within three annual review cycles.

5.3 Gender equality in recruitment and career progression

- Job advertisements use gender-neutral language and state requirements as genuine needs rather than as a wish list.
- Vacancies are advertised through channels that reach a diverse candidate pool.
- Selection uses a defined set of criteria agreed before applications are reviewed, and the same structured questions for every candidate.
- Pay and promotion decisions are reviewed annually for gender gaps, and any unexplained gap is addressed.
- Target: gender distribution of shortlisted candidates broadly reflects that of the applicant pool.

5.4 Gender dimension in product, research and training content

Babele builds digital environments and training content used by programmes across Europe. The gender dimension is integrated into that work:

- platform data models support sex and gender disaggregated reporting where programme owners require it, using inclusive response options;
- intake forms, learning materials and communications produced by Babele are reviewed for gendered assumptions and stereotyped imagery or examples;
- in research and innovation projects, Babele supports partners in collecting and reporting gender disaggregated data, within the limits of data protection;
- accessibility and inclusion are treated as design requirements in the platform rather than as later additions.

5.5 Measures against gender-based violence, including sexual harassment

- Babele has zero tolerance for gender-based violence, sexual harassment and harassment of any kind, whether in person or online, including in client and project settings.
- Anyone experiencing or witnessing such conduct may raise it with the Gender Equality Officer or directly with the CEO. Concerns can be raised in writing or verbally.
- Concerns are handled confidentially and promptly. The person raising a concern is informed of the outcome and is protected against retaliation.
- Substantiated cases lead to disciplinary measures up to termination of employment or of a contract.

- The procedure and contact routes are covered in onboarding and repeated in the annual training.

6. GOVERNANCE, REVIEW AND PUBLICATION

This plan is approved and signed by the CEO on behalf of the management of Babele Create Together ApS, and is published on the company website at www.babele.co. It is reviewed annually by the Gender Equality Officer together with management, on the basis of the report described in section 3. Revisions are approved by management, dated, and republished.

Contact: ruxandra@babele.co | Gender Equality Officer, Babele Create Together ApS.

7. APPROVAL

Approved and signed on behalf of the management of Babele Create Together ApS.

A handwritten signature in blue ink, appearing to read 'Emanuele Musa', written over a horizontal line.

Emanuele Musa

Co-founder and CEO

Albertslund, Denmark | Date: August 30, 2026