

Gender Equality Plan (GEP)

PHI Acibadem Sistina Hospital has been committed to promoting gender equality across all levels of the organization, in line with the requirements of the European Commission's Horizon Europe Program. We hereby confirm that Acibadem Sistina Hospital has adopted a **Gender Equality Plan (GEP)** that meets all mandatory process-related requirements and addresses key thematic areas recommended for Horizon Europe eligibility.

1. Public GEP

- Gender Equality Plan of Acibadem Sistina Hospital has been a formal, public document approved and signed by the authorized persons.
- The GEP has been published on our official institution website.
- It has outlined the vision, objectives, and strategic actions of the institution for advancing gender equality.

2. Dedicated Resources

- Acibadem Sistina Hospital has allocated both human and financial resources for the GEP implementation.
- A Gender Equality Officer has been appointed, and a Gender Equality Committee has been established to oversee implementation and progress.
- External gender experts may be engaged where necessary, and relevant budgetary provisions have been included for training, data collection, and evaluation activities.

3. Data Collection and Monitoring

- PHI Acibadem Sistina Hospital has collected and tracked gender-disaggregated personnel data on an annual basis, including recruitment, retention, promotions and salaries.
- Indicators have been defined to track the progress, and results have been compiled in an internal report shared with the senior management and relevant parties concerned.
- This data has formed the basis for reviewing and adjusting the GEP on a regular basis.

4. Training and Awareness-Raising

- Regular training sessions have been organized for employees and persons deciding on gender equality and unconscious gender bias.
- These sessions have been mandatory for the management and HR staff, and they have been encouraged for all employees.
- Documentation such as training agendas, participant lists, and expert contracts have been kept as evidence of implementation.

Thematic Areas Covered

GEP of Acibadem Sistina Hospital has included specific objectives and measures in the following priority areas:

1. Work-Life Balance and Organizational Culture

- The policies have supported flexible working arrangements, parental leave, and employee wellbeing.

2. Gender Balance in Leadership and Decision-Making

- Targets and measures have been set to promote equal gender representation in the management and governance structures.

3. Gender Equality in Recruitment and Career Progression

- Job advertisements, selection procedures, and performance evaluations have been gender-sensitive and inclusive.

4. Integration of Gender Dimension in R&D

- Where applicable, the gender dimension has been considered in research methodologies and product development.

5. Measures Against Gender-Based Violence, Including Sexual Harassment

- A clear internal policy has been established to prevent and address all forms of gender-based violence and harassment. Reporting mechanisms and support services have been accessible and confidential.