IntriS - Gender Equality and Equal Policy

Company: IntriS

Country of Registration: The Netherlands

Company Size: 1–3 employees

Date: 03/12/2025

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1. Public Commitment

IntriS is committed to promoting gender equality, preventing discrimination, and ensuring equal opportunities for all employees, trainees, and applicants. We strive to create a safe, inclusive, and respectful working environment in which all individuals are treated fairly regardless of gender, gender identity, age, ethnicity, disability, sexual orientation, religion, or background.

This commitment applies to all areas of employment including recruitment, working conditions, access to training, career progression, remuneration, and participation in decision making.

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2. Scope of the Policy

This policy applies to all individuals engaged with **IntriS**, including:

• Employees • Doctoral candidates • Interns • Visiting researchers • Freelancers and external collaborators where relevant

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3. Dedicated Responsibility

The CEO **Jos Paulusse** is responsible for the implementation, monitoring, and continuous improvement of this policy.

Responsibilities include:

• Monitoring gender balance in recruitment and staffing • Ensuring equal access to career opportunities • Addressing any complaints related to discrimination or harassment • Ensuring continuous awareness of equal opportunity principles

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4. Data Awareness and Monitoring

Given the small company size, gender related data monitoring is conducted in a proportional and confidentiality compliant manner. The following indicators are reviewed annually:

• Gender balance among staff and doctoral candidates • Recruitment outcomes • Participation in training and supervision activities

All personal data is processed in accordance with applicable data protection regulations.

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5. Fair Recruitment and Career Development

Recruitment and selection processes are based solely on objective criteria such as qualifications, experience, and competence.

IntriS guarantees:

• Equal access to job opportunities • Equal chances of promotion and professional development • Equal remuneration for equal work

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6. Work Life Balance

IntriS supports a healthy balance between professional and personal life. Where operationally feasible, flexibility in working hours and hybrid work options are facilitated.

No employee will be disadvantaged for making use of parental leave, care responsibilities, or flexible working arrangements.

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7. Zero Tolerance for Harassment and Discrimination

IntriS enforces a zero tolerance policy towards:

• Sexual harassment • Bullying • Intimidation • Gender based discrimination

Any incident can be reported directly to the CEO and will be handled confidentially, fairly, and without retaliation.

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8. Training and Awareness

All new staff and doctoral candidates are informed about this policy upon engagement. The company commits to maintaining awareness of gender equality and unconscious bias through internal communication and periodic review.

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9. Continuous Improvement

This policy is reviewed at least once every two years or earlier if required due to regulatory changes or organisational growth.

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10. Formal Endorsement

This policy is formally adopted by the management of **IntriS** and applies with immediate effect.

Name: Jos Paulusse
Position: CEO
Date: 03/12/2025
Signature:

