



Biomedical Femtosecond
Laser Technology

Gender Equality Plan (GEP)

(Horizon Europe compliant – Small organisation, <10 employees)

Organisation: JenLab GmbH

Date: March 12, 2026

Responsible Person: Prof. Dr. Karsten König/CEO

1. Public Commitment

This document outlines our organisation's commitment to gender equality, equal opportunities, and an inclusive working environment. The Gender Equality Plan (GEP) applies to all organisational activities and EU-funded projects and will be made publicly available on the organisation's website.

2. Responsibility and Resources

Due to the small size of the organisation (fewer than 10 employees), responsibility for the implementation and monitoring of this Gender Equality Plan lies with company management. Management ensures that equality principles are considered in recruitment, project participation, and internal decision-making.

3. Data Collection and Monitoring

The organisation informally monitors gender equality aspects such as staff composition, recruitment processes, and access to training and project participation. A short internal review of equality practices will be conducted at least once per year.

4. Training and Awareness

The organisation promotes awareness of gender equality and non-discrimination through respectful workplace communication, gender-neutral job advertisements, and equal access to professional development and project activities.

5. Key Measures

- Fair and transparent recruitment based on qualifications and experience
- Equal access to training, networking, and project participation
- Flexible working arrangements where operationally possible
- Respect for family and caregiving responsibilities
- Zero tolerance for discrimination, harassment, or gender-based violence

6. Review

This Gender Equality Plan will be reviewed and updated at least every two years or when significant organisational changes occur.

Approved by: Dr. Aisada König

Position: Applications Development Director

Berlin, March 12, 2026