

# **Gender Equality Plan (GEP)**

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Approved by: Dr. Dieter Platzek, CEO

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## **1. Introduction & Commitment**

Panco is committed to the constitution of Germany, i.e., Artikel

1. Die Wuerde des Menschen ist unantastbar
2. Freiheit der Person
3. Gleichheit

... (Alle Menschen sind... gleich)...

...

and the worldwide human rights.

Panco GmbH is committed to fostering an inclusive and equitable working and learning environment. This Gender Equality Plan (GEP) sets out concrete actions to promote gender equality across all organizational levels and activities.

Top management formally endorses this plan and ensures its implementation through dedicated resources, monitoring, and accountability structures.

## **2. Mandatory Process Requirements**

### **2.1 Public Document**

- This GEP is formally approved and publicly accessible on demand.
- Signed by top management.

### **2.2 Dedicated Resources**

- Establishment of a Gender Equality Committee (GEC).
- Appointment of a Gender Equality Officer.
- Annual allocated budget for implementation.
- Engagement of internal/external gender equality experts where needed.

## **2.3 Data Collection & Monitoring**

- Annual collection of gender-disaggregated data on:
  - Staff (by role, grade, contract type)
  - Leadership positions
  - Recruitment and promotions
- Development of key performance indicators (KPIs).
- Annual GEP progress report.

## **2.4 Training & Awareness**

- Mandatory training on:
  - Gender equality
  - Unconscious bias
- Target groups:
  - Staff
  - Management and decision-makers
- Regular workshops, seminars, and awareness campaigns.

## **3. Key Thematic Areas & Measures**

### **3.1 Work-Life Balance & Organizational Culture**

Objective: Promote a supportive and inclusive workplace.

Measures:

- Flexible working hours and remote work policies.
- Equal parental leave for all genders.
- Reintegration support after career breaks.
- Internal campaigns promoting inclusivity.

Targets:

- $\geq 80\%$  employee satisfaction with work-life balance (by 2029).
- Increase uptake of parental leave by all genders.

### **3.2 Gender Balance in Leadership & Decision-Making**

Objective: Achieve balanced representation in leadership roles wherever possible.

Measures:

- Gender-balanced selection panels.
- Leadership development programs for underrepresented genders.
- Mentorship programs.

Targets:

- Minimum 40% representation of each gender in leadership positions.
- Annual increase in diversity in management roles.

### **3.3 Gender Equality in Recruitment & Career Progression**

Objective: Ensure fair and transparent hiring and promotion processes.

Measures:

- Gender-neutral job descriptions.
- Structured and bias-free recruitment procedures.
- Transparent promotion criteria.
- Regular pay gap analysis.

Targets:

- No gender pay gap.
- Balanced shortlist candidates in recruitment processes.

### **3.4 Integration of Gender Dimension in Research/Teaching**

(If applicable)

Objective: Integrate gender perspectives into content and outputs.

Measures:

- Include gender analysis in research design.
- Training for staff on gender-sensitive approaches.
- Review teaching materials for gender bias.

Targets:

- Increase number of projects including gender dimension.
- Annual review of curricula/materials.

### **3.5 Measures Against Gender-Based Violence & Harassment**

Objective: Ensure a safe and respectful environment.

Measures:

- Zero-tolerance policy on harassment.
- Confidential reporting mechanisms.
- Clear investigation procedures.
- Support services for victims.

Targets:

- 100% staff awareness of reporting procedures.
- Timely handling of all reported cases.

## **4. Implementation Structure**

- Gender Equality Committee (GEC):
  - Oversees implementation and monitoring.
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- Gender Equality Officer:
  - Coordinates actions and reporting.
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- Management:
  - Ensures accountability and resource allocation.

## 5. Monitoring & Evaluation

- Annual progress reports.
- Regular KPI tracking.
- Staff surveys on workplace equality.
- Mid-term review (2027) and final evaluation (2029).

## 6. Communication & Dissemination

- Publication on website.
- Internal communication campaigns.
- Regular updates to staff and stakeholders.

## 7. Timeline Overview

Year	Key Actions
2026	Launch GEP, training rollout, baseline data collection
2027	Mid-term evaluation, adjust measures
2028	Continued implementation, progress reporting
2029	Final evaluation and next GEP development

## 8. Conclusion

This Gender Equality Plan reflects Panco's commitment to the constitution of Germany and the worldwide human rights, also in equality and inclusion. Continuous monitoring and improvement will ensure meaningful and lasting impact.

Muelheim-Kaerlich, 18.03.2026



Dr. Dieter Platzek.