

Gender Equality Plan

The formal plan through which GetData commits to equal treatment and equal opportunities for all genders, and to embedding the sex and gender dimension in the medical data we help exchange.

DOCUMENT	Gender Equality Plan (GEP)
VERSION	1.0
ADOPTED	1 August 2026
NEXT REVIEW	August 2028
ADOPTED BY	Luka Bulat, Chief Executive Officer
PUBLISHED AT	https://getdataspot.com/policies/gender-equality-plan

1 Purpose and commitment

GetData operates a marketplace that connects healthcare institutions with researchers and companies to exchange de-identified medical data. We are convinced that we can only do this work well in a team, and on a platform, where people of all genders have equal opportunities and are treated with equal respect.

With this Gender Equality Plan (GEP), the management of GetData commits to promoting gender equality in all of our structures and activities, to preventing discrimination on the basis of gender, and to addressing the sex and gender dimension in the content of our product. The plan follows the requirements of the European Commission for Gender Equality Plans under Horizon Europe.

2 Scope

This plan applies to everyone working at or for GetData: employees, management, contractors, and interns. It covers all areas of our operations, including recruitment, working conditions, career development, leadership and decision-making, product and research-related content, and conduct at work-related events.

3 Status, adoption and publication

This Gender Equality Plan is a formal, dedicated document of GetData. It is adopted and signed by top management (see section 9) and published on our website at <https://getdataspot.com/policies/gender-equality-plan>, together with a downloadable PDF version. The signed original is kept on record, and superseded versions remain available on request. The plan enters into force on the date of adoption and remains in force until it is replaced by a revised version.

4 Dedicated resources

GetData commits specific resources and expertise to the implementation of this plan:

- A member of the management team is designated as **Gender Equality Officer**, responsible for implementing this plan, and has dedicated working time allocated for this role.
 - An annual budget line is reserved for gender equality activities, in particular for training and awareness raising.
 - Where internal expertise is not sufficient, external gender equality expertise is engaged, for example for training delivery or for reviewing the monitoring results.
 - Management guarantees the Gender Equality Officer access to the personnel data and decision-making forums needed to carry out the tasks in this plan.
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5 Data collection and monitoring

GetData collects and analyses sex/gender-disaggregated data on its personnel once per year, covering headcount by role and level, composition of management and decision-making bodies, applicants and hires per vacancy, salary levels within comparable roles, training participation, and departures.

Based on these indicators, the Gender Equality Officer prepares a monitoring report at least every two years. The report is discussed by management, shared with the team, and used to evaluate the measures and targets in this plan and to adjust them where needed. Data are collected and stored in line with data protection law.

6 Training and awareness raising

All staff and all decision-makers at GetData, including management, take part in awareness raising and training on gender equality at least once per year. The training explicitly covers unconscious

gender bias, inclusive communication, and the prevention of gender-based violence and sexual harassment.

- Onboarding of every new team member includes an introduction to this plan and to the reporting procedure in section 7.5.
 - Attendance of training sessions is recorded so that participation of both staff and decision-makers can be evidenced.
 - Training content is reviewed and updated with the support of gender equality expertise.
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7 Thematic areas: measures and targets

GetData addresses the five thematic areas recommended for Gender Equality Plans under Horizon Europe through the following concrete measures and targets. The Gender Equality Officer tracks progress against every target as part of the monitoring in section 5.

7.1 Work-life balance and organisational culture

GetData fosters a culture in which professional commitments and private life can be combined by everyone, regardless of gender, and in which caring responsibilities are never a career disadvantage.

MEASURES

- Flexible working hours and remote-working options are available to all team members.
- Internal meetings are scheduled within core hours (10:00-16:00) so they remain compatible with caring responsibilities.
- Parental and family-related leave is granted in accordance with applicable law, with a guaranteed return to an equivalent role and workload re-planning during the absence.
- Workload and overtime patterns are reviewed by management so that flexibility does not translate into hidden overwork.

TARGETS

- 100% of employees have access to flexible working arrangements.
- An annual internal survey on organisational culture and work-life balance, with results analysed by gender, reaches a satisfaction score of at least 80%.

7.2 Gender balance in leadership and decision-making

As a small organisation, every leadership appointment materially shapes our gender balance. Composition of management and of all decision-making bodies is therefore monitored explicitly.

MEASURES

- Gender balance is considered and documented in every appointment to management and to any committee or decision-making body.
- The gender composition of leadership is reported annually as part of the monitoring described in this plan.
- Where the team size allows, panels for hiring and promotion decisions include members of more than one gender.

TARGETS

- At least 40% representation of each gender in management and decision-making roles by the end of the current plan period, or a documented justification with corrective actions where the target is not yet met.
- 100% of hiring and promotion panels are mixed-gender whenever the size of the organisation allows it.

7.3 Gender equality in recruitment and career progression

Recruitment and progression at GetData are based on transparent, objective criteria so that all candidates and employees have equal opportunities at every step.

MEASURES

- All job advertisements are screened for gender-biased language and state our commitment to equal opportunities.
- Interviews follow a structured format with criteria defined before candidates are assessed.
- Salaries are reviewed annually for unexplained gender pay differences within comparable roles.
- Criteria for promotion and salary progression are documented and available to all employees.

TARGETS

- 100% of job advertisements are screened for biased language before publication.
- The gender pay gap within comparable roles is measured annually; any unexplained gap above 5% triggers a corrective plan.

7.4 Integration of the gender dimension into research and product content

GetData operates a marketplace for medical data, where sex and gender are scientifically relevant variables. Ignoring them produces biased datasets and, downstream, biased medical AI. Addressing this is part of our product responsibility.

MEASURES

- Dataset request and metadata schemas support sex/gender attributes in patient demographics so requesters can specify and providers can document the composition of datasets.
- Guidance for data requesters encourages specifying sex/gender distribution requirements where clinically relevant.
- Curation and annotation guidelines take sex- and gender-specific presentation of disease into account where applicable.
- An internal review of sex/gender bias risks in the data offerings on the platform is carried out at least once a year.

TARGETS

- 100% of new dataset categories introduced on the platform are assessed for the relevance of the sex/gender dimension.
- At least one documented internal bias-risk review of the marketplace data offerings per year.

7.5 Measures against gender-based violence, including sexual harassment

GetData applies zero tolerance to gender-based violence, sexual harassment, and any other form of harassment, in the workplace, in remote collaboration, and at work-related events.

MEASURES

- A confidential reporting channel is available: reports can be made to the Gender Equality Officer or to any member of management, and are handled with discretion and protection from retaliation.
- Every report is acknowledged and investigated following a documented procedure, with proportionate disciplinary consequences up to termination.
- Affected persons are offered support and, where they wish, adjustments to their working situation during and after an investigation.
- Prevention of harassment, including definitions and the reporting procedure, is part of the annual training described in this plan.

TARGETS

- 100% of staff are informed of the reporting procedure at onboarding and at least annually thereafter.
- Every report is acknowledged within 5 working days and investigated without undue delay.

8 Implementation and review

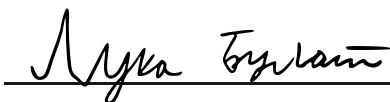
Each measure in this plan has a responsible owner: unless stated otherwise, the Gender Equality Officer coordinates implementation and management remains accountable for results. Progress on the targets is assessed annually against the indicators from section 5.

The plan is reviewed once per year and fully revised at least every two years. Revisions are adopted by top management and published in the same way as this version. A version history is maintained: version 1.0 is the initial plan, adopted on 1 August 2026.

9 Adoption

This Gender Equality Plan is adopted by the top management of GetData as the binding basis for our gender equality work.

ADOPTED BY	Luka Bulat
ROLE	Chief Executive Officer
PLACE AND DATE	Belgrade, Serbia, 1 August 2026



Signature -Luka Bulat, Chief Executive Officer