



GENDER EQUALITY PLAN

For the promotion of women in science and leadership positions

2026–2028

Gender Equality Plan – Beeonig GbR

Scope: 2026–2028

Status: Official Strategy Document

1. Introduction & Commitment

Beeonig GbR is committed to promoting gender equality and eliminating all forms of discrimination. We are convinced that diverse teams are more innovative and successful. The goal of this GEP is to create an inclusive work culture in which all talents, regardless of gender, have equal opportunities for development and advancement.

Beeonig GbR partners recognizes just how important the topic is. The partners endorses the Gender Equality Plan and advocates its implementation.

2. Strategic Priorities & Measures

A. Data Collection and Monitoring

Measure: Annual collection of gender-specific data (personnel structure, salary distribution, promotions).

Goal: Transparency regarding the current situation and identification of inequalities.

B. Work-Life Balance

Measure: Expansion of flexible working time models and home office options for all employees.

Goal: Support for parents and caregivers in balancing their career and private lives.

C. Gender-Equitable Personnel Recruitment

Measure: Use of gender-neutral language in job postings and ensuring diverse selection committees.

Goal: Increasing the proportion of women in technical and management positions.

D. Harassment Prevention

Measure: Implementation of a zero-tolerance policy towards sexual harassment and establishment of an anonymous complaint procedure.

Goal: A safe working environment for all team members.

E. Integration of the Gender Dimension into Core Projects

Measure: Reviewing whether Beeonig GbR's services or products have gender-specific impacts.

Goal: Avoiding bias in product development.

3. Resources & Responsibilities

The management of Beeonig GbR bears overall responsibility for implementation. Fixed time allocations are reserved annually for reviewing the objectives.



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