

Gender Equality in Research and Innovation at Qualified AM

At **Qualified AM**, we believe that excellence in research and innovation goes hand in hand with equality, inclusion, and diversity. Our **Qualified Gender Equality Plan (GEP)** is fully aligned with the European Commission's Horizon Europe framework and reflects our strategic commitment to fostering a fair and inclusive research environment.

Our GEP is publicly accessible and supported by leadership, with dedicated resources for implementation. It includes structured actions to:

- Promote gender balance in recruitment, career development, and leadership roles
- Integrate the gender dimension into research and innovation content
- Deliver regular training and awareness programs
- Monitor progress through data collection and transparent reporting
- A **dedicated contact person** oversees gender equality topics — **questions or suggestions can be directed to** gender.equality@qualifiedam.com
- **Simple monitoring mechanisms** are in place, including annual reviews of gender representation
- **All training and awareness activities are documented** to ensure transparency and continuous improvement

By embedding gender equality into our organizational culture and scientific practices, **Qualified AM** ensures that innovation is not only excellent but also equitable and impactful.



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Gender Equality Plan

At Qualified AM GmbH, we are committed to creating an inclusive, respectful, and equitable work environment — regardless of gender identity, background, or role. While we are a small team, we recognize our responsibility to promote fairness and equal opportunity in the workplace.

Our Principles:

- **Equal Opportunities**

All employment decisions (hiring, pay, promotion) are based on skills, experience, and performance — never on gender, age, or personal background.

- **Zero Tolerance for Discrimination or Harassment**

We foster a professional culture where everyone feels safe, heard, and respected. Any form of discrimination or misconduct will not be tolerated.

- **Work-Life Balance**

We encourage flexible working arrangements and support employees in balancing professional and personal responsibilities, including parental leave.

- **Awareness & Openness**

Even in a small company, awareness matters. We are committed to open dialogue and welcome feedback to continuously improve gender inclusion in our team and industry.

Current Status:

As a micro-enterprise with fewer than 10 employees, we do not fall under mandatory gender quota or formal reporting obligations. However, we voluntarily align with the principles of the European Commission's framework on gender equality in research and innovation.

We believe that a fair and respectful workplace is essential — not only for our team, but for the credibility and quality of our consulting services.



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