

Equality Policy

NEUTRON INSIGHTS, S.L.

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1. Presentation

Neutron Insights, S.L. (hereinafter "the company"), a spin-off of the Instituto Gallego de Física de Altas Energías (IGFAE) at the University of Santiago de Compostela is dedicated to the development of ionizing radiation detection systems and applications in Nuclear and Particle Physics.

Neutron Insights is based on a strong, trained and convinced team, with an innovative and disruptive technology project with high potential that contributes to solve obvious problems, and with medium-term forecast of consolidation in the market.

Scientific innovation of excellence is assured with the support of IGFAE researchers and laboratories. Singular Research Center of Galicia and Unit of Excellence Maria de Maeztu has a long history in the development of all types of radiation detectors and their applications, and supports Neutron Insights unconditionally.

2. Objectives

Neutron Insights, committed to equity and inclusion, establishes this Equality Policy with the objective of ensuring equal opportunities and treatment between men and women in the workplace. This document outlines the measures needed to eliminate all forms of discrimination and promote an inclusive and diverse working environment.

The Equality Policy is based on compliance with existing legislation on gender equality and the adoption of good practices that strengthen business culture. Strategies will be developed to raise awareness throughout the workforce and encourage positive change in the organization.

In order to achieve this, specific objectives, both quantitative and qualitative, will be defined which will make it possible to correct inequalities and respond to the need for improvement:

- Ensure equal treatment and opportunities in all selection and promotion processes.
- Eliminate any form of discrimination, direct or indirect, based on gender.
- Promote the reconciliation of work and personal life for employees.
- Promote training and awareness of equality issues.
- Establish measures to prevent and combat work-related and sexual harassment.
- Reducing the gender pay gap.
- Promote work-life balance measures.



3. Diagnosis of the Situation

To assess the current state of gender equality at Neutron Insights, internal data is analyzed regarding:

- Workforce composition by gender and hierarchical levels. Currently, the company has one man and two women on staff, indicating gender parity within the team. However, the Sole Administrator and founding partners are men, which suggests a disparity in representation at the executive level. It is important to analyze whether this situation is temporary or reflects a structural trend in decision-making roles.
- Salary policies and potential gender pay gaps. Although the company has a gender-balanced workforce, it is necessary to assess whether there are salary differences based on gender and whether remuneration criteria are clearly defined. A salary audit is recommended to detect any existing gaps and ensure equal pay for roles with similar responsibilities and functions.
- Working conditions, including access to training and internal promotion. The work modalities include remote work, office work, and lab work, which do not create disparities in access to training and promotion opportunities. Both women and men have equal access to training, key roles, and advancement within the company.
- Work-life balance and family care. It is important to analyze how flexible working hours and family care leaves are managed, ensuring that both women and men can benefit from them without it affecting their professional development. The company provides sufficient flexibility to support a healthy work-life balance.
- Measures for prevention and response to harassment. Neutron Insights has a protocol in place for preventing workplace and sexual harassment, with clear procedures for reporting, addressing, and resolving incidents, thus ensuring a safe environment for all employees.
- Analysis of women's participation in key projects and innovation teams. At Neutron Insights, women are part of the research team, indicating female representation in strategic areas of innovation. This is a positive aspect, as research is key to the company's technological development.

The results of the diagnosis will allow the company to:

- Identify areas for improvement and design effective strategies to advance gender equity within the organization.
- Ensure equal treatment and opportunities in all recruitment and promotion processes.
- Eliminate any form of direct or indirect gender-based discrimination.



- Promote a healthy work-life balance for all employees.
- Encourage training and awareness on gender equality.
- Establish measures for the prevention of and response to workplace and sexual harassment.
- Promote a balanced presence of women and men at all levels and in all areas of the company.
- Foster inclusive and non-sexist communication across all corporate channels.
- Boost female representation in technical and leadership roles within the company.

4. Measures and Actions

Recruitment and Hiring: Ensure fair and equitable selection processes by using objective criteria and avoiding gender bias. A balanced presence of women and men across all areas will be encouraged.

Internal Promotion: Guarantee equal opportunities for promotion and career advancement based on merit and capabilities. Measures will be implemented to identify and eliminate barriers that hinder the promotion of women to positions of responsibility.

Compensation Policy: Ensure pay equity through regular reviews. Salary audits will be conducted to detect and correct any gender pay gaps.

Work-Life Balance and Shared Responsibility: Implement flexible working hours and remote work policies. Equal leave entitlements for family care will be promoted.

Training and Awareness: Offer training programs on gender equality and diversity. Workshops on inclusive leadership and unconscious bias will be provided.

Harassment Prevention: Establish clear protocols to address workplace and sexual harassment. Specific training will be delivered to help identify and prevent inappropriate behavior.

Use of Inclusive Language: Corporate documents and communications will be adapted to reflect a culture of equality.

Visibility of Women in the Company: Encourage women's participation in events, conferences, and institutional representation.

Promotion of Equality in Technical Fields: Implement specific programs to increase the representation of women in technical and engineering areas.

Mentoring and Professional Support: Develop mentoring programs to support the professional development of women within the company.



5. Monitoring and Evaluation

An equality committee will be established to oversee the implementation of the Equality Policy document and to evaluate its outcomes annually. Internal surveys and audits will be conducted to measure the impact of the actions taken and to adjust strategies when necessary.

The monitoring indicators will include:

- The evolution of the ratio of women and men across different levels of the company.
- Reduction of the gender pay gap.
- Employee satisfaction with the implemented equality measures.
- Number of training actions carried out and participation levels.
- Assessment of the effectiveness of mentoring and inclusive leadership programs.
- Increase in the number of women in research and development areas.

6. Conclusion

Neutron Insights reaffirms its commitment to gender equality and the creation of an inclusive work environment. This document will be updated periodically to reflect the needs and development of the company, ensuring that it remains an effective tool for achieving gender equity in the workplace.

The implementation of this policy aims not only to comply with current regulations but also to become a benchmark for best business practices in the field of equality.

Through this Equality Policy document, Neutron Insights commits to fostering an organizational culture based on equal opportunities, ensuring that all individuals within the company have access to fair and inclusive professional development.