

GENDER EQUALITY PLAN

2026-2029



Version 1.3 | August 2026 | Prepared for adoption by the Patronat

PURPOSE AND SCOPE

The Barcelona Computational Foundation (BCOM) is a private Catalan research foundation committed to equality, dignity and non-discrimination. This Gender Equality Plan establishes proportionate measures for promoting equal treatment and opportunity, preventing discrimination on grounds of sex or gender, and integrating a gender perspective into the foundation's governance, working practices and research.

The plan applies to BCOM's governance bodies and personnel. Its principles are also promoted, where relevant, in BCOM's relationships with interns, consultants, visiting researchers, collaborators and participants in work-related activities. Gender equality is understood in an intersectional way, recognising that sex and gender may interact with other personal and social circumstances.

LEGAL AND INSTITUTIONAL BASIS

This plan is interpreted and implemented in accordance with applicable Catalan, Spanish and European law. The principal Catalan framework includes Llei 17/2015 on effective equality between women and men; Llei 19/2020 on equal treatment and non-discrimination; and Llei 5/2008 on the right of women to eradicate gender-based violence, as amended by Llei 17/2020. The state framework includes Ley Orgánica 3/2007, Ley 15/2022, Real Decreto 901/2020 and Real Decreto 902/2020.

BCOM adopts this plan voluntarily at its present workforce size. It does not replace any negotiated or registered equality plan that may become mandatory. If that obligation arises, BCOM will follow the consultation, negotiation, content and registration requirements then applicable.

PROPORTIONATE STARTING POINT

At adoption, BCOM is at an early stage of organisational development and its workforce is too small for publication of a meaningful quantitative diagnosis without creating privacy risks. The first annual monitoring cycle will establish a proportionate baseline from available data and personnel input. The plan and its measures will be adjusted as the organisation grows and reliable evidence becomes available.

GOVERNANCE AND DELIVERY

Formal adoption and publication

This is a formal document of the foundation. It takes effect when approved by the Patronat, signed on its behalf by the President and countersigned by the Executive Director. It is published on BCOM's website, communicated internally and referenced during relevant onboarding. Material revisions follow the same approval and publication route.

Responsibility and resources

The Executive Director is designated as the Gender Equality Lead and is responsible for coordinating implementation, monitoring and training. BCOM allocates proportionate working time and operating resources to these tasks and may obtain external expertise where a matter exceeds internal competence.

Evidence, monitoring and participation

BCOM collects sex-disaggregated personnel and recruitment data where lawful, relevant and meaningful. Indicators may include headcount, contract type and full-time equivalent, recruitment outcomes, remuneration-band placement and training participation. The remuneration record required by Real Decreto 902/2020 is maintained when applicable.

The Gender Equality Lead reports annually to the Patronat and seeks proportionate input from personnel. Information is aggregated or withheld where necessary to protect privacy and prevent the identification of individuals in BCOM's small workforce. Any public reporting uses an appropriate level of aggregation.

Learning and awareness

BCOM provides a regular programme of awareness and training on gender equality and unconscious bias for trustees, personnel and relevant decision-makers. Participation is monitored. Gender equality and the reporting routes for harassment concerns are included in relevant onboarding, and recruitment-panel briefings are provided where proportionate.

AREAS OF ACTION

A. Recruitment, remuneration and career progression

BCOM aims to operate fair, transparent and documented recruitment and progression processes. In proportion to each appointment, BCOM will:

- use gender-neutral vacancy language, determine remuneration through objective criteria and provide candidates with remuneration information in accordance with applicable law and approved policy;
- use predefined written criteria and structured assessment, taking account of career breaks and caring responsibilities fairly;
- make reasonable efforts to reach a diverse applicant pool and record recruitment outcomes where lawful and meaningful; and
- apply the principle of equal pay for the same work or work of equal value, use consistent progression criteria and document material decisions.

B. Work-life balance and organisational culture

BCOM supports a working culture compatible with caring responsibilities and the right to disconnect. Flexible hours, remote work, part-time arrangements or other adjustments may be agreed where compatible with the role, applicable law, project and funder conditions, and organisational needs. Statutory leave and related rights are respected without adverse treatment.

C. Gender balance in leadership and decision-making

BCOM aims for balanced representation as the organisation develops. When governance bodies, committees, recruitment panels or scientific events are formed or renewed, BCOM will make reasonable efforts to seek diverse candidacies and participation. Gender balance is considered alongside relevant expertise, merit, availability and the size of the eligible pool.

D. Gender dimension in research content

At project-design stage, BCOM assesses whether sex or gender is relevant to the research question, methodology, data or expected impact. Where relevant or required, the assessment is reflected in research design, analysis, proposals and reporting. BCOM promotes accurate, inclusive and non-sexist language in research and institutional communications across the languages it uses.

E. Gender-based violence and sexual harassment

Sexual harassment, harassment on grounds of sex or gender, and gender-based violence are prohibited in BCOM's work-related contexts. Concerns may be reported confidentially to the Gender Equality Lead or, where that route would create a conflict of interest, to the President of the Patronat. Reports are handled as promptly, impartially and discreetly as circumstances permit, with appropriate regard for privacy, data protection, due process and protection against retaliation.

BCOM will adopt and maintain a separate internal prevention and reporting protocol before its first employment contracts begin. Until that protocol is adopted, the reporting routes above apply. Interim protective measures and proportionate follow-up may be used where appropriate and permitted by law or contract.

IMPLEMENTATION

Measure	Indicator	Responsible	Timing
Plan approved, signed and published	Patronat resolution, signed plan and public URL	Patronat / President / Equality Lead	Q3 2026
Implementation resources designated	Responsible lead and resources recorded	Patronat	On adoption
Recruitment measures applied	Criteria and outcomes documented	Equality Lead	Ongoing
Training and awareness programme	Activities delivered; participation monitored	Equality Lead	Regular cycle
Initial baseline and annual monitoring	Report considered by Patronat; personnel input sought	Equality Lead	Within 12 months of adoption, then annually
Remuneration record maintained	Record current when applicable	Finance	Ongoing
Standalone harassment protocol adopted	Protocol approved and communicated	Patronat / Equality Lead	Before first employment contracts
Gender dimension assessed in research	Decision recorded where relevant	Project lead	Per project
Full review of this plan	Successor plan adopted	Patronat	By Q4 2029

MONITORING AND REVISION

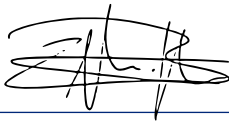
The Gender Equality Lead reports annually to the Patronat on implementation, available indicators and any corrective action considered necessary. Measures may be adjusted to remain proportionate to BCOM's size, activities, legal obligations and available evidence.

This plan is reviewed through that annual cycle and fully revised by the end of 2029 for the following period. A material revision is adopted by the Patronat and published on BCOM's website, superseding the previous version.

ADOPTION

Approved by the Patronat of the Barcelona Computational Foundation and signed on its behalf by the President, with the countersignature of the Executive Director. This plan takes effect on the date of the final signature and remains in force until superseded.

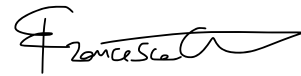
Giulio Ruffini



President of the Patronat
Signature

Date: Aug 1 2026

Francesca Castaldo



Executive Director
Signature

Date: Aug 1 2026

Publication note: the adopted and signed version of this document is the authoritative public version.