

Gender Equality Plan

This Gender Equality Plan was structured and focused on promoting gender equality and inclusion at FGF.

Principles & Commitment

FGF refers to values such as respect, human dignity, and equal treatment under the law - the basis for a genuine approach to equality.

The Gender Equality Plan is officially signed by the institute management and made transparent to the workforce and partners.

Good working relationships & equal treatment

Neutral and fair treatment of all genders is mandatory: discrimination is prohibited - this also applies to gender identity and diversity.

Promotion of gender-equitable pay, flexible working hours, and family-friendly conditions - FGF offers „work from home“ up to 50 % and part-time models.

Diversity, inclusion, and awareness

Active promotion of diversity and inclusion (e.g., promotion of women in management positions). Currently, women make up 32 % of employees and 50 % of managers.

Continued awareness-raising on issues such as gender roles, equality and discrimination through training and internal dialogue.

Equal opportunities & personnel development

Transparent career paths and measures to reduce gender inequalities (e.g., mentoring, talent development, training).

Ensuring that support programs, continuing education, and leadership training, for example, are open to everyone - regardless of gender.

Training & Communication

Regular communication of equality goals and measures to employees and partners

Specific training on equality issues, diversity, and unconscious bias.

Implementation & Monitoring

Documentation of equality measures.

Regular reporting to management on progress in equality (e.g., proportion of women in leadership roles, satisfaction, implementation of measures).

Supply chains & partners

Equality requirements also apply to research partners: Expectations regarding non-discrimination, diversity, and inclusion are formulated.

Feedback & Whistleblower System

Violations or discrimination relating to equality can be reported confidentially via the existing channels.

This also includes issues such as sexual harassment or gender-based discrimination.

Specific targets (KPIs)

Area	KPI / Target	Timeframe
Workforce Structure	Share of women in leadership positions \geq 50 %	Review annually
Recruitment	Balanced ratio (40–60 %)	Ongoing
Pay Equity	Annual gender pay gap analysis	Annually
Work-Life Balance	20 % men in flexible work models / parental leave	By 2028
Training	100 % of employees trained in diversity/bias every 2 years	By 2028
Research & Projects	30 % female leadership / co-leadership	By 2028
Feedback System	All employees are aware of the whistleblowing system	By 2027

Implementation schedule (roadmap)

2026 (start phase)

- Publication and communication of the GEP within the institute
- Start of the gender pay gap analysis

2027 (Implementation phase)

- Initial target review: proportion of women in projects and leadership roles
- Introduce research partner checklist for gender equality
- Introduce a mentoring program for young female scientists, e.g. in cooperation with Women@Refractories initiative
- Initial evaluation of the use of flexible working time models by men

2028 (Intensification phase)

- Target: At least 20 % of men in care/parental leave models
- Publication of an annual report on gender and diversity with key figures
- Further development of measures (e.g., expansion of career advancement programs)

2028+ (Continuation phase)

- Continuous monitoring and adjustment of targets
- GEP is evaluated and updated every 3 years

V 1.1

Höhr-Grenzhausen, 18.05.2026

A handwritten signature in blue ink, appearing to read 'C. Dannert', is written over a faint blue horizontal line.

Dr. Christian Dannert