

Gender Equality Policy

From document to everyday practice

The Gender Equality Policy pillars are embodied in a series of activities that Abiogen Pharma carries out in relation to all the issues related to the “life cycle” of the work path of each resource within the organization, such as:



Selection and Recruitment

Our organization is committed to ensuring fairness and transparency in all selection and recruitment processes. The assessment criteria are based exclusively on skills, experience and potential, irrespective of genders.



Career Management

We recognize the value of each employee and are committed to providing everyone with equal opportunities for professional growth. We offer continuing training and development programmes to enhance the potential of each individual and promote gender balance in positions of responsibility.



Pay Equity

Equal pay is a fundamental principle of our organization. We ensure that remuneration is commensurate with the task performed, the responsibilities assumed and the results achieved, regardless of gender.



Parenting and Care

In Abiogen Pharma we recognize the importance of balancing work and family life. We offer both male and female employees measures to support parenthood, such as flexible working arrangements, training and information programs to support parents returning to work, and personalized measures.



Work-Life Balance

Our corporate culture is focused on the well-being and development of human resources. We offer a range of flexibility tools that can meet different individual needs. We believe that investing in people's well-being is key to achieving great results and building a stimulating and inclusive work environment.



Prevention of Abuse and Harassment

Our organization, deeply rooted in the promotion of a culture of mutual respect and human dignity, strongly condemns all forms of abuse, discrimination or offensive behaviour.

The main preventive measures are:

- Mandatory training for all employees on issues related to the prevention of harassment and discrimination;
- Anonymous and secure reporting channels;
- Clear and timely procedures for handling alerts;
- Protection of persons reporting harassment or discrimination.



Internal and External Communication

For Abiogen Pharma Communication is a key element for the successful implementation of a gender equality management system. This commitment is reflected in the use of respectful language, the elimination of gender stereotypes, and the continuous review of marketing materials and strategies. We consider it important for our communication to be inclusive, transparent, bidirectional, constant, awareness raising.