

Equality, Diversity and Inclusion Plan 2022-2025

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Purpose of the report & summary:

Percuros Equality, Diversity and Inclusion Strategy provides an overview of the activity aimed to acknowledge, understand and face structural inequities for fully embedding a diverse and inclusive culture in the Percuros Company Institution.

Percuros wants to recognize what needs to be done to ensure equity and inclusion and clarify all the priorities for person centered model for Equality & Diversity, such as Human Rights promotion, Equally Good experience, Equity of Access, Equity in Outcomes, Evaluation of impact of this plan, Removal of systemic barriers. Our Board fully endorses and supports this vision.

The plan is designed to achieve a significant and valuable, change in advancing equality of opportunity for all people meeting the organization. It will be updated on a regular basis to make sure it continues to be significant, and we will report our progress annually.

Foreword: Our model for Equality, Diversity & Inclusion

Percuros is located in Laiden, the Netherlands. It owns branches in Naples (Italy) and has a dense network of collaboration worldwide.

His global vision of research and development, based on multidisciplinary and multisectoral consortia, makes Percuros has a peculiar workforce which is homogeneous in its diversity. The Netherlands have about 175 different nationalities and more than 50% of the population has a migration background. Percuros has an increasingly diverse patient team, delivers, and contributes to excellent (from fundamental to science) international research and is committed to a culture of openness and inclusion. We unite people of many nationalities and from diverse backgrounds. We embrace diversity and the perspectives that this entails. This form of diversity and inclusion is a precondition for our innovation and development. The merging of different perspectives within the walls of our company strengthens our innovative capacity in research and education and leads to new insights in patient care



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with which we can provide new diagnostic, therapeutic, and monitoring approach for several disease.

Percuros considers gender equality an inseparable part of equal treatment and an organizational culture of which diversity and inclusion are important pillars. We stand for a neutral and at the same time always personal treatment of all people in (and around) our organization, without distinguishing by gender, age, race, religion, sexuality, or philosophy of life.

Our priorities for the next four years

Our experience has shown us that 4-year plans are more effective in delivering sustained organisational change than an annual plan. Our action plan will also give us the flexibility and agility to adapt our approach if required to meet our longer-term strategic Equality Objectives. This will ensure that initiatives are fully and effectively embedded, our people are engaged, and the impact is clearly measured.

Each year, under the ‘umbrella’ of the 4-year plan, we will also have a rotating focus on a particular priority area. The immediate priority area for 2022 to 2023 is to deliver an ambitious program focused on initiatives to boost women’s’ advancement in scientific careers.

Our Goals are: (i) to implement actions that improve and sustain gender equality and diversity at our institute. In this respect we have created a Gender Equality Plan (GEP), (ii) to create a Mentoring program for our postdocs; (iii) to monitor projects recruitment process so that there is no gender bias; (iv) to keep attractiveness of our projects as an employer for female scientists; (v) to Increase Work-Life Balance for our employees; (vi) to embrace research with a sex/gender lens.

Due to the emerging attention paid to Sex/Gender Dimension of Research, we are monitoring this aspect on all our projects and grant applications.

Action planning

In order to deliver our Equality, Diversity and Inclusion Strategy, we have developed a 4-year Equality, Diversity and Inclusion Action Plan from 2022 to 2025.

In recent years, the Percuros Board has supported and facilitated measures to strengthen, support and facilitate equal treatment in the broadest sense. The Board will continue to do so in the coming years. We will work towards embedding and mainstreaming equity and inclusion as an integral part of the way Percuros thinks and functions. We will do this through better utilisation and more wide-spread, systemic sharing of data and insights and by building the infrastructure for more equity-based decision-making, so that it is integrated into our planning, processes, and culture. The voices of diverse staff and students is integral to this work.

Further in this document you will find more details regarding our targets for the coming years regarding the following themes:

- A healthy work-life balance and organizational culture
- Gender balance in managerial positions
- Diversity and gender equality in recruitment and career development

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- Integration of the sex and gender dimensions in research & educational content
- Measures that guarantee (gender-related) social safety

Objective 1: Building a diverse and inclusive workforce that reflects and understands the public we serve. We seek to build a truly diverse and inclusive organisation that reflects the world population and consumers we serve. Diversity brings different insights, creates challenge and encourages change and innovation. Over the next 2 years we will devise strategies to engage with and attract talent from specific and harder to reach groups.

Objective 2: Ensuring all colleagues are valued and can contribute to our success. We strive to embed a culture where all our staff are appreciated, can contribute and be themselves. We want to welcome and value the unique ideas, skills, behaviours and experiences that our colleagues bring to work because this leads to a more engaged workforce who will make better decisions.

During 2022 to 2025, we will strive to be a more inclusive organisation where every single member of staff is heard, respected, valued, and feels comfortable being themselves.

Objective 3: Empowering and enabling all colleagues to thrive and prosper. We are committed to developing a pipeline of diverse talent for succession and ensuring all colleagues can progress in their careers, in the Percuros and beyond. We will continue fostering a working culture that recognises and reflects the importance of good mental health, wellbeing and work-life balance. We will also work hard to learn lessons from our response to Coronavirus (Covid-19) around working in a more agile way, empowering people to be the best version of themselves, obtain the best out of their life and do the best for our stakeholders.

Over the next 4 years, we will take a holistic view of diversity that looks beyond usual measurements by considering how colleagues with different ways of thinking and working can thrive. We will help staff link their career ambitions with their life goals at different stages in their careers and lives.

Governance for Equality, Diversity & Inclusion

Whilst this is a strategic institutional plan, equity and inclusion are everybody's responsibility. This plan encourages and empowers all members of our company to do their part and work together to deliver impact. Advancing equity and inclusion in 2022-2025 will be demonstrated through different levels:

- **Individual-level:** promoting collegiality, being collaborative to others rather than competitive. Developing one's knowledge of inequity and social injustice.
- **Team and management level:** not having unrealistic expectations of others, respecting equality, diversity and dignity of employees, considering these issues in the design of services, learning, environments, policies and procedures as well as in managing teams and individuals.

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- **Institutional level:** senior leaders are exemplars and proactively advance equity and inclusion. Systems, cultures, and processes that contribute to inequity and exclusion are actively challenged and dismantled.

Celebrating our achievements and developments

Percuros is a small-medium sized high-tech enterprise working in different areas of medical research. Currently, Percuros has 36 employees with different ages, gender, and nationalities.

Nowadays, 50% of Percuros employees is woman, proving how important the gender balance is for the company since many years (**Fig.1**).

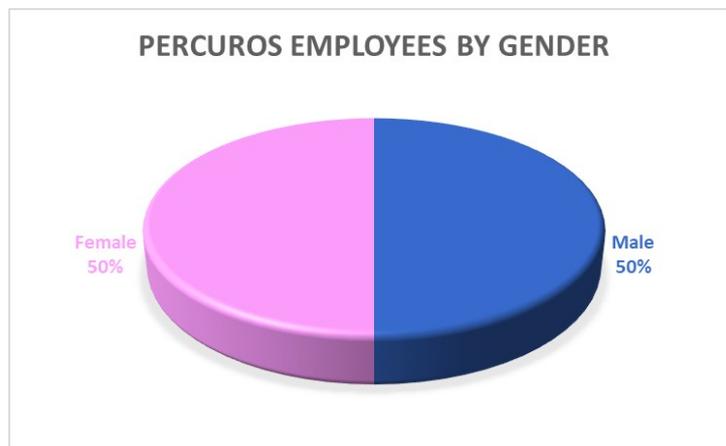
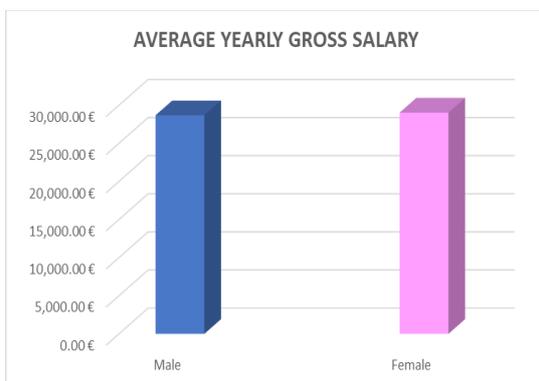
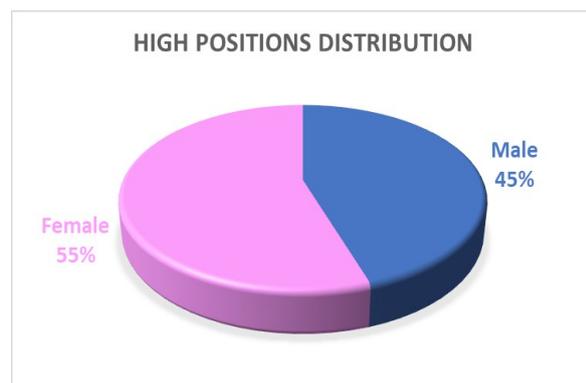


Fig. 1 Percuros employees organised by gender.

Additionally, Percuros aims that its employees are equally paid on the basis of their position. As indicate in **Fig.2A**, male and female employees have comparable salaries. Moreover, they equally share the higher positions in the company (**Fig.2B**).



A)



B)

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Fig. 2 A) Percuros employees average yearly gross salary per year organised by gender, **B)** Distribution of the higher positions (senior scientists and project manager) by gender.

Moreover, big importance is given to young employees and scientists. Many opportunities have been created for the career development of under 40. Indeed, 25 employees (78%, **Fig.3**) have less than 40 years and have decided to build their career in Percuros.

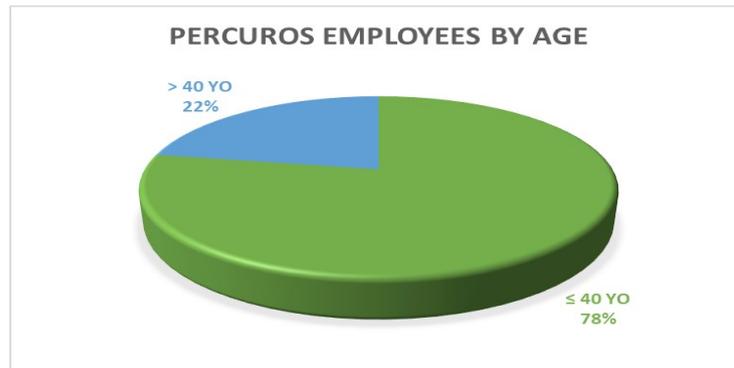


Fig.3 Percuros employees organised by age.

As stated above, to fully embrace diversity and promote equality, Percuros unites people of many cultures and nationalities (**Fig.4**). Indeed, it represents a multiethnic company which lays emphasis on diversity as a cultural, linguistic and scientific silver lining.

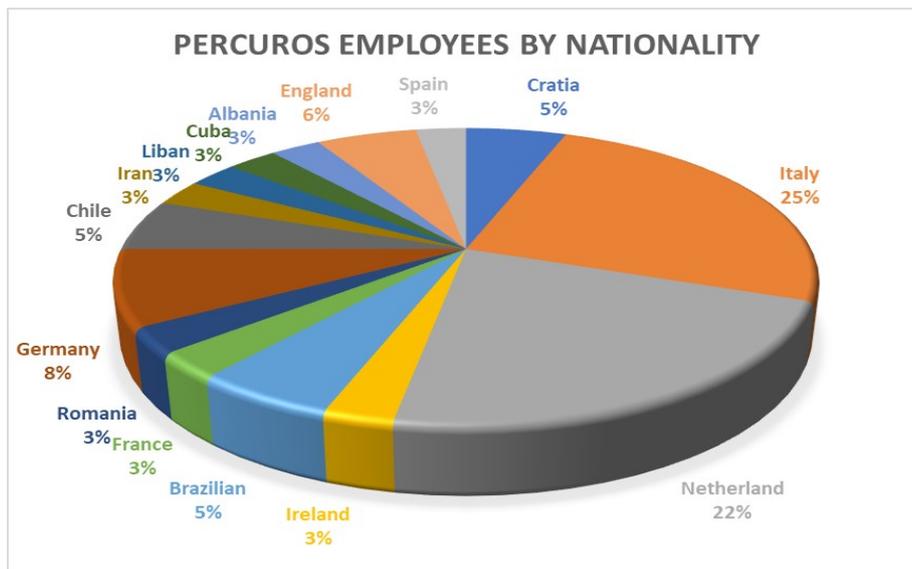
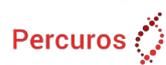


Fig.4 Percuros employees organised by nationality.

Our targets are:



Percuros B.V., a corporation established in Leiden, is registered in The Netherlands under number 28106297 in the trade register. Bank: ABN AMRO Account Number: NL52 ABNA 046 735 0086. VAT number: NL 8146 91201 B01

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- In 2025, keep our female employees $\geq 50\%$
- In 2025, keep our female senior scientists/managers between 45-55%
- At least one member of our nomination committees follows an implicit bias training
- HR enables managers to recruit and select inclusive and gender-neutral.
- HR dashboard to better predict and control realization
- Diversity & Inclusion is part of our "Effective Leadership" training
- Employees on the basis of their position (equal pay) rewarding
- We map out the cultural diversity within our organization
- We also focus on gender equality for men
- Our PhD students and researchers can follow the workshop Gender in Research
- Structural attention to equality, diversity and inclusion through our internal and external communication.