



JUNE 2026

Gender Equality Plan



**Data Analytics for
Industries 4.0, S.L**

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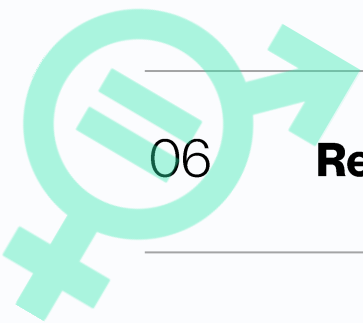
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Introduction



Data Analytics for Industries 4.0, S.L (i4RI) is a well-established company with a proven track record of delivering expert support for diverse EU research and innovation projects. Our team of dedicated professionals brings extensive expertise in leading edge areas such as Data Management, AI, Digital Twin, Containerisation, Decisions support., and EU project management,.

i4RI values are based solely on merit without any discrimination regarding diversity in background, religion, culture, sex, and language, so committed to fostering an inclusive environment where every individual can thrive.

i4RI provide equal opportunities for all, regardless of gender, age, religion, geographical origin, socio-economic background, sexual orientation, or disability. Our approach ensures that fairness, respect, and inclusivity remain central to our organizational culture and to the projects we support.



Legislative Framework

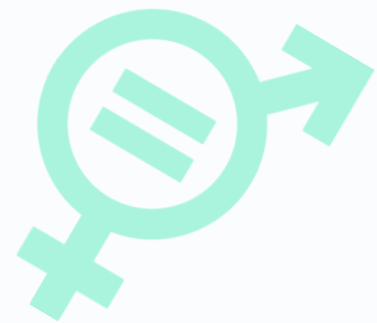
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This GEP was created based on European legislation:

The European Commission's Gender Equality Strategy 2020-2025 - aims to build a gender-equal Europe. It focuses on ending gender-based violence, closing gender gaps in the labour market and decision-making, and promoting pay transparency.

The European Pact for Gender Equality - reaffirms the EU's commitment to promoting gender equality across all member states. It calls for action to close gender gaps in employment, pay, and decision-making, and to combat gender-based violence. The Pact encourages mainstreaming gender equality in all EU policies and national strategies.

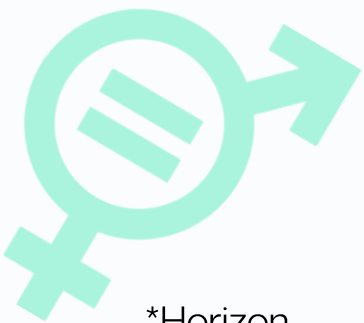


Principles



The i4RI Gender Equality Plan (GEP) is built on the Horizon Europe GEP*, which means that it meets the below four mandatory process-related requirements:

- **Public document** - the GEP is endorsed by i4RI management and integrated into our organisations website, and modus operandi.
- **Dedicated resources** - there is a person inside ICE with responsibility for GEP.
- **Data collection and monitoring** - collect and publish sex/gender-disaggregated data to guide GEP goals, indicators, and progress where statutorily necessary

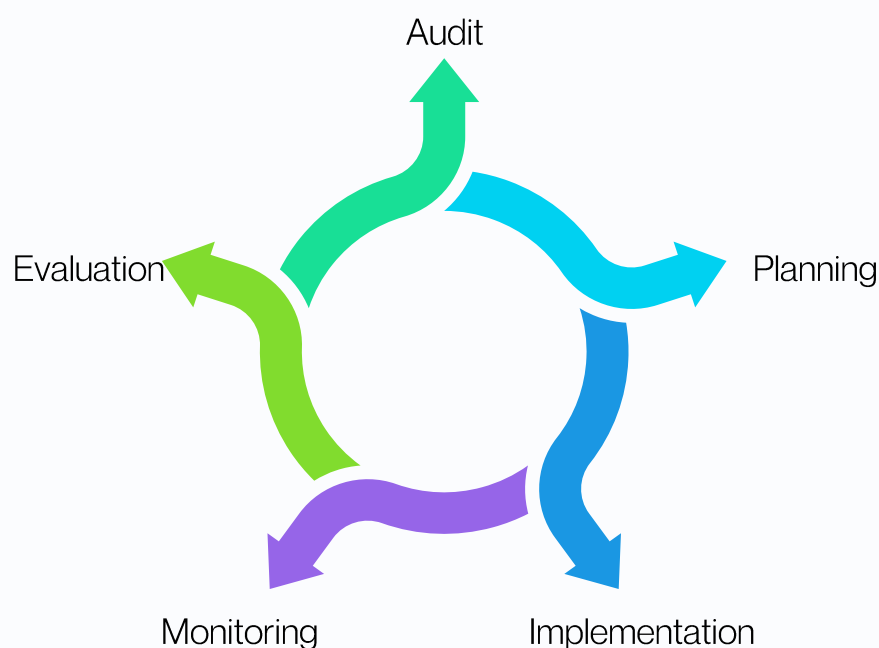


*Horizon Europe Guidance on Gender Equality Plans, <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en>

Implementation Strategies

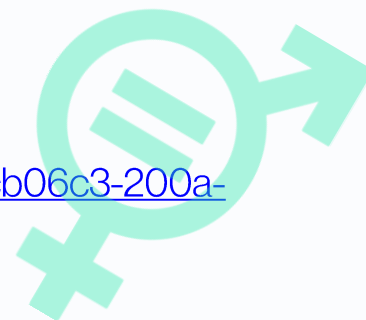
i4RI sees the GEP as a live document which requires ongoing interaction within the i4RI primary driver which is merit. The plan consists of the following circular phases:

- **Audit** Collect gender-disregarded data and assess practices to uncover gender gaps and their underlying causes.
- **Planning** Clear objectives and targets for the GEP, supported by a structured action plan.
- **Implementation** Implement the activities.
- **Monitoring and Evaluation** Track and analyse the implementation reports, provide feedback and make improvements where necessary.



References

- Horizon Europe Guidance on Gender Equality Plans,
<https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en>
- EC's Gender Equality Strategy 2020-2025,
https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en
- The European Pact for Gender Equality,
https://commission.europa.eu/topics/equality-and-inclusion/actions-gender-equality_en



Questions? Contact us.



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