

Sclavo Vaccines Association E.T.S.

Gender Equality Plan



Release 1.a. August 2022

Introduction – Public Endorsement

The Sclavo Vaccines Association was established in 2008 with a central focus of the Association is scientific research geared towards the study, discovery and introduction of vaccines with the following objectives:

- Develop innovative, safer and more effective immunization technologies to develop new generation therapeutic and preventive vaccines.
- Use advanced technologies for the development of vaccines needed in impoverished communities.
- Contribute to the progress of training, research and innovation for a better control of infectious diseases, also for the benefit of vulnerable categories

The Association also has the objective of creating awareness among the public and national and international institutions of the importance of vaccinating specific categories of at-risk subjects.

The Association, over the past years of operations evolved, increasing the number of Associates with new partners from several European countries, enlarging its activities both in terms of Mission and scope.

The Association has its central location and operative offices in Siena and was acknowledged and recorded in the Registrar of non-profit entities in Siena at N.189/2009.

Subsequently to the introduction of the new Third Sector core and the creation of the National Unified Registrar for the Third Sector (RUNTS) the Association applied for registration meeting all the stringent requirements for this purpose. Its registration number is 16477 in date 18.8.2022 and is now acknowledges as Sclavo Vaccines Association Ente del Terzo Settore (ETS).

The Association has concentrated its activities in the vaccine field mainly in the following areas:

- Vaccines needed for Low-Middle Income Countries (LMIC) against typhoid fever, Ebola, Invasive-non typhoidal Salmonellosis,
- Improvement in the development or the efficacy of existing vaccines, for example against flu,
- Organization of conferences, symposia or events to support or as a consequence of this commitments.

The Association operations mainly concentrate on the preparation and submission of projects to the European Union or the Tuscany Regional Government and their related coordination and scientific activities.

The Association uses for the purpose of its operations a fully not-for-profit model, having in force a small group of human resources necessary to adequately carry out the work.

The Association is made out of European research institutions and universities: today the number of Associate Members is 11, which remained unchanged since 2011.

The complete list of Associates is the following:

- | | |
|---|-----------------|
| 1. Università degli Studi di Siena | Italy |
| 2. Azienda Ospedaliera Universitaria Senese | Italy |
| 3. GSK Vaccine Institute for Global Health | Italy |
| 4. Academisch Ziekenhuis Leiden | The Netherlands |
| 5. Institute for Research in Biomedicine | Switzerland |
| 6. Statens Serum Institut | Denmark |
| 7. University of Geneva | Switzerland |
| 8. University of Goteborg | Sweden |
| 9. Fondazione Humanitas per la Ricerca | Italy |
| 10. St. George University of London | United Kingdom |
| 11. Istituto Nazionale di Genetica Molecolare | Italy |

The associate members appoint the Board of Director members, approve the Annual Report, Budget and approve changes in the Association's Statute, which has been upgraded in 2020 to comply with the new third sector code.

The President and the Board of Directors have the responsibility to manage the organization within the limits provided by the statute, the budget and Italian and European laws and regulations.

The Gender policy

The Association has been characterized since its inception by a strong attention to the gender/nationality aspects in its operations. The Board of Directors, appointed by the Associate member institutions, therefore out of the control of the association has also included men and a woman as members.

Submitting mainly EU projects under the various Framework Programs, always teaming up with eminent research institutions very sensitive to this aspects, the attention to this aspect is always present.

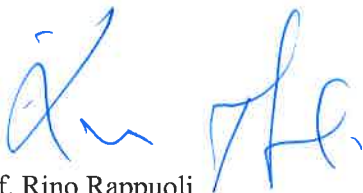
Moreover, Grant Agreements with the EU always include sections with "Obligation to aim for gender equality", according to these, the beneficiaries must: "Take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level".

If a beneficiary breaches its obligations under this provision, Consequences of non-compliance may be enforced by the Commission.

In its belonging to the Third Sector, the Association also draws its attention to the aspect of Gender Equality, not intended in the sense of equal number of women, men or other non-binary people, but in the sense that these people need to have equal access to the same opportunities, maintaining their peculiarity, appointing to the internal position people more qualified for it, regardless of gender, ethnicity or nationality.

Over the last years national and regional laws and regulations have pointed in this direction.

We are therefore happy to welcome the opportunity to formalize in one document our spirit of Gender Equality, also in view of the European role that the Association has been playing in the last years and will play in the future.



Prof. Rino Rappuoli
President,
Sclavo Vaccines Association ETS

Siena, August 31st, 2022

Introduction, Public Endorsement

- 1. The Sclavo Vaccines Association E.T.S.: organization and peculiarities**
- 2. Process for the Gender Equality Plan in the Sclavo Vaccines Association E.T.S.**
- 3. Structure of the Gender Equality Plan (GEP)**
- 4. GEP Content Areas**
 - a) Work-life balance and organizational culture**
 - b) Gender balance in leadership and decision making**
 - c) Gender equality in recruitment and career progress**
 - d) Integrating gender into research and teaching**
 - e) Gender-based violence including sexual harassment**
- 5. Conclusions, future actions and follow-up activities**

CONTENTS AVAILABLE UPON REQUEST