

Gender Equality Plan – Statement of Management Board

Our employees are our most valuable asset and contribute significantly to the success of FILK Freiberg Institute gGmbH (FILK) with their creativity and motivation. For many years, we have therefore pursued the goal of preventing any social discrimination against people because of their gender, because of a disability or illness, or because of a sexual orientation, and of improving the compatibility of professional activity and family. Furthermore, we strive to maintain and further develop sensitivity to gender equality issues. The implementation of this aspiration is a task that can only be realised together with all employees.

To ensure equality, FILK Freiberg Institute gGmbH has developed a Gender Equality Plan. The plan includes the following points:

- analysis and monitoring on gender-specific issues,
- clear definition of processes and responsibilities,
- definition of dedicated resources,
- education and training on gender issues,
- definition of measures and their monitoring.

The Gender Equality Plan is regularly updated and revised and is published on the FILK internal information portal.

Freiberg, February 2026

Prof. Dr. Michael Meyer
Managing Director

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Managing Director