



**MAXWELL  
ROBOTICS**

# **Diversity & Gender Equality Plan**

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**Maxwell Robotics GmbH**

Ismaning, Germany

Prepared by the Gender & Diversity Team

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## 1. Executive Summary and Commitment

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Maxwell Robotics GmbH is a robotics engineering company based in Ismaning, Germany, committed to advancing robotics technology through inclusive and interdisciplinary collaboration. As part of our corporate responsibility and eligibility under Horizon Europe, Maxwell Robotics adopts this Gender Equality Plan (GEP) to ensure equal participation, fair treatment, and equitable access to opportunities for all employees regardless of gender identity or expression.

Gender equality and diversity are fundamental to innovation. Research and technology development benefit from diverse teams and balanced representation in leadership, technical, and organizational roles. This plan integrates gender equality into Maxwell Robotics' strategic framework and daily operations by establishing measurable objectives, clear accountability, and transparent monitoring processes.

The plan aligns with the European Commission's minimum process-related requirements:

1. Publication and public accessibility of this document on Maxwell Robotics' official communication channels.
2. Allocation of dedicated personnel and resources for implementation and evaluation.
3. Regular collection and analysis of gender-disaggregated data across staff composition and leadership levels.
4. Continuous capacity building through awareness, training, and institutional learning.

Beyond compliance, Maxwell Robotics aims to foster a culture of respect, collaboration, and responsibility. Gender equality is considered integral to our operational ethos, research practices, project execution, and mentoring structures. We recognize that equitable participation in robotics and engineering fields requires continuous effort and institutional support.

This GEP establishes the foundation for that effort. It defines roles, resources, actions, and indicators for sustainable progress. The Managing Directors of Maxwell Robotics GmbH formally endorse this plan and commit to its full implementation and periodic review.



*(Signed on behalf of the Management of Maxwell Robotics GmbH)*

**Leon Greiner**

Geschäftsführer, Maxwell Robotics GmbH

Ismaning, Germany

Date: April 13, 2026

## 2. Governance and Implementation Structure

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The GEP is integrated into Maxwell Robotics' organizational structure to ensure accountability and transparency. Given the company's startup size, governance is kept lean and practical.

### 2.1 Governance and Responsibility

Overall responsibility for the GEP lies with the **Managing Directors**, who ensure its endorsement, publication, and review. Operational implementation is handled by a designated **GEP Responsible Person** within the management team—a shared responsibility rather than a standalone role.

The GEP Responsible Person reviews progress at least once per year and proposes updates. As the company grows, a dedicated Gender Equality Officer and formal working group may be established.

### 2.2 Roles and Tasks

- **Managing Directors:** Strategic oversight, annual review, alignment with EU standards.
- **GEP Responsible Person:** Day-to-day GEP implementation, data tracking, awareness coordination.
- **All team members:** Apply gender equality principles in their daily work, hiring involvement, and collaboration.

### 2.3 Decision and Reporting Flow

The GEP Responsible Person reports to the Managing Directors annually. An **Annual Gender Equality Review** summarizes progress, data, and priorities for the coming year. This review is shared internally and, where applicable, published on the company website.

## 3. Data Collection, Monitoring, and Evaluation

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Maxwell Robotics commits to a transparent, evidence-based approach to assess representation, participation, and progress toward gender balance.

### 3.1 Data Scope

Gender-disaggregated data is collected across the following categories:

- **Staff composition:** proportion of female, male, and nonbinary employees.
- **Leadership roles:** distribution across management, team leads, and senior engineers.
- **Recruitment:** gender distribution among applicants and hired candidates.
- **Participation:** representation in conferences, publications, and client-facing roles.
- **Retention:** year-over-year continuation rates by gender.

### 3.2 Data Collection Process

The GEP Responsible Person compiles the gender-disaggregated dataset annually and prepares a summary. Data are handled anonymously and aggregated to ensure GDPR compliance. The first full dataset establishes the **baseline reference** for future comparisons.

### 3.3 Indicators and Targets

Key monitoring indicators:

- share of women and nonbinary employees in total staff (goal: continuous improvement);
- share in leadership positions (goal: improve representation as the company grows);
- gender-aware hiring practices (goal: diverse candidate shortlists for all roles);
- gender distribution in outreach activities (goal: proportional to staff).

### 3.4 Evaluation and Reporting

The GEP Responsible Person prepares an **Annual Evaluation Review** covering updated quantitative data, qualitative assessment of inclusion, and summary of measures taken. The review is validated by the Managing Directors and shared internally.

## 4. Training and Awareness

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Maxwell Robotics commits to embedding gender-sensitive practices and unconscious bias awareness into its organizational culture.

### 4.1 Objectives

- ensure all employees understand and apply principles of equality and inclusion;
- equip those involved in hiring with tools to identify and mitigate unconscious bias;
- promote gender-sensitive communication and teamwork across all projects.

### 4.2 Training Measures

- **Onboarding briefing:** Short introduction to gender equality principles, anti-discrimination law (AGG), and inclusive communication for all new hires.
- **Hiring awareness:** Brief guidance for anyone involved in recruitment, covering neutral language and evaluation fairness.

As the team grows, more structured workshops and external training may be introduced.

### 4.3 Awareness and Communication

Maxwell Robotics maintains visibility of equality topics through:

- inclusion of diversity statements in public communication;
- balanced representation in promotional materials and events;
- sharing of resources on inclusive practices through internal channels.

## 5. Work-Life Balance and Organizational Culture

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Promoting work-life balance is essential for inclusion, retention, and performance. As a startup, Maxwell Robotics embeds flexibility into its culture from day one.

### 5.1 Principles

- equal opportunity to participate in projects and leadership regardless of personal or family circumstances;
- flexibility in scheduling to accommodate caregiving, personal, or family responsibilities;
- prevention of overwork and recognition of effort within reasonable limits.

### 5.2 Flexible Work

Meetings are scheduled with advance notice and hybrid-enabled where possible. Employees may request temporary workload adjustments during personal commitments without penalty. Remote work arrangements are available to support those with family or care obligations.

### 5.3 Cultural Measures

Maxwell Robotics maintains:

- a **Code of Conduct** outlining expected behavior and equality standards;
- zero tolerance for discrimination or gender-based bias;
- anonymous feedback channels for raising concerns.

## 6. Gender Balance in Leadership and Decision Making

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Balanced representation in leadership strengthens performance, fairness, and creativity. Maxwell Robotics commits to equitable participation of all genders in decision-making as the company grows.

### 6.1 Objectives

- actively seek gender-diverse candidates when filling leadership and senior roles;
- ensure transparent, competence-based selection criteria for all appointments;
- encourage qualified candidates of all genders to take on leadership responsibilities.

### 6.2 Measures

- **Inclusive hiring:** Selection criteria focus on competence, contribution, and commitment rather than informal networks.
- **Visibility:** Highlight achievements of female and nonbinary team members in communications and public outreach.
- **Annual review:** The GEP Responsible Person reviews leadership composition annually and discusses findings with the Managing Directors.

## 7. Gender Equality in Recruitment and Career Progression

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Maxwell Robotics is committed to ensuring that all recruitment and development processes are fair, transparent, and free from bias.

### 7.1 Recruitment Principles

- open calls for all positions through official channels;
- neutral and inclusive language in all job postings;
- consistent selection criteria focused on qualifications, motivation, and contribution potential.

### 7.2 Career Development

Maxwell Robotics supports the professional growth of all employees through:

- mentorship and knowledge sharing between team members;
- equal access to conferences, public speaking roles, and external representation;
- rotation of responsibilities to broaden technical and organizational experience.

### 7.3 Equal Pay

Maxwell Robotics follows German equal pay and anti-discrimination policies (AGG). Compensation is reviewed to ensure no gender-based disparities exist.

## 8. Integration of Gender Dimension in Research and Development

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Integrating the gender dimension into research and design leads to more robust methodologies, safer robotics systems, and more inclusive outcomes.

### 8.1 Research Integration

Maxwell Robotics encourages all projects to consider whether gender factors influence problem definitions, design assumptions, or user interactions. Examples include:

- accounting for anthropometric and ergonomic diversity when designing robotic systems;
- ensuring datasets and testing conditions reflect diverse body dynamics;
- considering social and ethical implications of human-robot interaction for all genders.

### 8.2 Outreach and Communication

- balanced representation among invited speakers and collaborators;
- materials and imagery in presentations and documentation that reflect gender diversity;
- highlighting contributions of women and underrepresented groups in robotics.

## 9. Measures Against Gender-Based Violence and Harassment

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Maxwell Robotics maintains a zero-tolerance policy toward all forms of gender-based violence, harassment, and discrimination. Every employee has the right to work in an environment of safety, dignity, and mutual respect.

### 9.1 Policy Framework

These standards are anchored in the **Maxwell Robotics Code of Conduct**, which all employees acknowledge during onboarding. The Code references the **German General Equal Treatment Act (AGG)** and applicable EU directives.

### 9.2 Prevention

- Onboarding briefing covering unacceptable behaviors, rights, and procedures for seeking help.
- Clear internal communication that harassment and discrimination lead to disciplinary action.

### 9.3 Reporting and Response

Maxwell Robotics ensures confidential, accessible reporting through:

- a dedicated email address managed by the GEP Responsible Person;
- an anonymous reporting form;
- the option to contact external anti-harassment services directly.

Reports are treated with strict confidentiality. No retaliation against reporters is tolerated. Confirmed cases result in appropriate disciplinary measures, which may include formal warnings, reassignment, or termination.

## 10. Action Plan and Timeline

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### 10.1 Continuous Measures

- Publication of this GEP on the Maxwell Robotics website and internal portal.
- Onboarding training module on gender equality for all new employees.
- Confidential reporting channels for harassment and discrimination.
- Inclusive language and representation in all public communication.

### 10.2 Short-Term Priorities (within the first year)

- Designate the GEP Responsible Person.
- Conduct a baseline data collection.
- Introduce the onboarding briefing on gender equality.
- Publish the first Annual Gender Equality Review.

### 10.3 Medium-Term Goals (by the end of year two)

- Measurable improvement in gender representation across recruitment.
- Consider gender dimensions in new project proposals.
- Establish mentorship practices as the team grows.

### 10.4 Review and Renewal

This Gender Equality Plan is a living document. It will be reviewed and updated every two years, or sooner if significant organizational changes occur. The Managing Directors will approve any revisions and ensure continued alignment with European Commission requirements, German law, and Maxwell Robotics' values.