

ClearSpace Gender Equality Plan (GEP)

At ClearSpace, we are committed to fostering a workplace that embraces diversity, promotes equality, and champions inclusion. We are one crew and we believe in empowering all employees, regardless of gender, to thrive and contribute to our mission of delivering transformative in-orbit services that enable a vibrant, accessible, resilient, and sustainable space economy. This Gender Equality Plan (GEP) aligns with the EU's Gender Equality Strategy and reflects our dedication to continuous improvement. The GEP will be reviewed and updated annually based on monitoring data, employee feedback, and organizational priorities.

Objectives

- **Ensure Equal Opportunities:** Promote gender balance across all levels of the organization.
- **Eliminate Bias:** Identify and address gender-related barriers in recruitment, retention, and career progression.
- **Foster Inclusion:** Build a supportive environment that values diverse perspectives and contributions.
- **Promote Work-Life Balance:** Support employees in balancing professional and personal responsibilities.

Data Collection and Monitoring

We are committed to evidence-based action. Annual data collection and analysis will guide our strategies, allowing us to set measurable targets for improving representation and equity across the organization. Targets for improving female representation will be defined and reviewed annually.

Current Gender Representation (as of 1st January 2025):

Gender	ClearSpace Overall	Management Team	Non-Management Team
Male	80%	50%	85%
Female	20%	50%	15%

Training and Development

ClearSpace provide targeted training foster and environment of equality, diversity and inclusion, including unconscious bias, sexual harassment training and recruitment modules. These programs are underpinned by ClearSpace's Global Employee Handbook which includes our Code of Conduct, in addition to the ClearSpace Global Anti-Discrimination and Anti-Harassment Policy.

Timeline and Resources

The GEP will be led by the Head of People and Culture, and will be integrated in the broader initiatives of the Diversity, Equality, Inclusion and Ally Crew.

Short-Term (2025)

- Implement gender-neutral language in job advertisements.
- Participant in outreach programs to encourage applications from underrepresented genders in STEM fields.

- Achieve a 10% increase in overall female representation in the workforce.
- Establish clear, objective criteria for hiring, promotion, and performance evaluations.

Medium-Term (2026-2027):

- Further increase female representation by 10% based on 2025 actuals.
- Celebrate key gender equality events and awareness days (e.g. International Women's Day).
- Launch specialized training modules on gender equality, unconscious bias and trans awareness as part of the DE&I leadership curriculum.

Conclusion

ClearSpace recognizes that gender equality is more than a compliance requirement—it is a strategic asset that drives innovation, resilience, and long-term success. By embedding the principles of this GEP into our culture and operations, we are committed to creating a working environment where every individual has the opportunity to thrive and contribute with their full potential while advancing our shared mission in the space industry.

Together, we can create a workplace where diversity is celebrated, equity is achieved, and inclusion is the norm. We will build together a company where all voices are heard, all talents are recognized, and every individual is empowered to reach their fullest potential.

Approved by:

The ClearSpace Leadership Team


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