



PAVE EUROPE POLICY ON GENDER EQUALITY

INTRODUCTION

The goal of PAVE Europe's gender equality policy is to actively encourage greater participation of women in PAVE Europe activities, ultimately striving for gender balance throughout the Association. The policy addresses various aspects related to the association's operations and enjoys endorsement at the highest levels, from both the Secretariat and the Boards.

The Transport and Automotive sector has historically been shaped and run predominantly by men for men, often neglecting the specific needs of women. To rectify this, the sector requires more women across all roles. Emerging technologies, such as Autonomous Vehicles, hold the potential to transform mobility, and this transformation should actively involve women at every level and application. This aligns seamlessly with PAVE Europe's mission to educate the general public and decision-makers on sustainable and efficient mobility through autonomous technology.

Numerous studies highlight the positive impact of having more women in leadership roles, demonstrating a correlation between gender parity and economic performance. Unfortunately, women remain underrepresented across the industry. PAVE Europe's policy serves as a platform for women in the industry to showcase their talents, become role models, and raise awareness throughout the sector.

The policy's formulation is backed by the support of the Board and the Association's members, emphasizing a collective commitment to gender equality. Regular updates to the policy underscore PAVE Europe's ongoing dedication to fostering an inclusive environment.

POLICY

EVENTS

PAVE Europe events

- Commitment to increase the number of women panellists at PAVE Europe events.
- Commitment that all panels include at least one woman and one man.

External events

- Refusal to participate in events which do not include women in a meaningful way;
- Refusal to participate on panels which do not include at least one woman.

GOVERNANCE & MEMBERS

Board and Committees/Working Groups composition

- Commitment to increase the representation of women on all Boards (Board of Directors, Public Sector Advisory Council, Academic Advisory Council).
- Commitment to increase the representation of women on all committees and working groups.
- Commitment to review the functioning of working groups to ensure they appeal to women as well as men.

Management Board

- Commitment to improve the gender balance on the PAVE Europe Management Board with all future recruitments, according to recruitment policy and needs.

Database

- Commitment to increase the number of women in the PAVE Europe database of contacts.

HUMAN RESOURCES

Recruitment Policy

The PAVE Europe recruitment policy includes the following best practices in order to ensure gender equality in the recruitment process:

- Each candidate must be interviewed at least once by both a man and a woman (could be in same interview or different interviews);
- For top management positions, the short list must be composed of at least one man and one woman. (After the short list is established, no consideration on gender is taken into account when selecting the successful candidate);
- Commitment to review job descriptions to ensure they appeal to both men and women

Salary

PAVE Europe guarantees no gender pay gap according to job function and salary band.

PAVE EUROPE ACTIVITIES & SERVICES

Under the leadership of the Board, PAVE Europe commits to developing education activities and services covering the topic of gender diversity in the Autonomous Vehicle industry, such as:

- Studies
- Surveys
- Projects
- Training programmes
- Webinars
- Social dialogue initiatives

Guido Di Pasquale
PAVE Europe Managing Director

A handwritten signature in blue ink, appearing to read 'Guido Di Pasquale', is positioned below the printed name and title.