



**SWITZERLAND
INNOVATION**
PARK BIEL/BIENNE

Switzerland Innovation Park Biel/Bienne AG
Aarbergstrasse 46
2503 Biel/Bienne, Switzerland
Tel. +41 32 530 88 88
sipbb.ch

Gender Equality Plan

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A. Jörg

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Gender Equality Plan Switzerland Innovation Park Biel/Bienne (SIPBB)

1. Actual Situation

The SIPBB is part of the Switzerland Innovation network consisting of 6 main innovation park locations. The SIPBB has set up its own research departments and research teams and conducts applied research. The company employs around 57 people, many of whom work part-time. This results in a total of 41 full-time equivalents. (as of November 2025). The aim is to attract the best talent in Switzerland. Thanks to interdisciplinary research projects and topics, a good combination of private life and career, and the option of working from home and part-time models, the SIPBB is already recognized as an attractive employer. Employees recommend the company to former fellow students. This has already led to successful employment.

2. Goals

The company wants to further improve the already good basis with the following goals.

- Increasing balanced sex representation with respect to board of directors, management, advisory board, research teams and speakers on events.
- Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity.
- Ensuring gender equality in the recruitment of female and male employees.
- Making the combination of work and family life easier.
- Improving diversity visibility
- Creating a contact point for gender and diversity issues

3. Main Measures

3.1 Public Document

This document is signed by the Chairman of the Board of Directors of Switzerland Innovation Park Biel/Bienne Ltd. and the COO. The Goals and contact point are published on www.sipbb.ch.

3.2 Dedicated Resources

Point of contact for gender and diversity issues is part of Human Resources. There is internal expertise and experience. External organizations can be consulted as required.

3.3 Data collection and monitoring

Personal data is handled in accordance with the current Data Protection Act.

3.4 Training/Awareness-raising

Training and awareness-raising are a continuous and ongoing process. Partly through dedicated events and partly by setting an example of equality at management level.

Approved at the Board of Directors meeting on 11 December 2025.

Biel, 16. Dezember 2025

Felix Kunz,
Chairman of the Board of Directors



Anita Jörg,
COO, Partner, Executive Board Member

