Gender Equity Policy – Virtus R&D Software

Our Principles

• We promote gender-balanced recruitment across all roles, including leadership, technical, and advisory positions.

• We support equitable career advancement, ensuring that promotions and recognition are based on merit, not bias.

• We actively mentor and empower women, particularly in deep tech and healthcare innovation, to help close the gender gap in STEM.

• We foster an inclusive culture free from discrimination, harassment, or stereotyping.

Our Actions

• We maintain a 51% woman-led ownership structure and prioritize female representation in management and advisory roles.

• We offer mentorship and scholarship opportunities to support young women in engineering, AI, and medical innovation.

• We ensure gender equity in internships, encouraging participation from students of all backgrounds.

Our Commitment

We believe gender equity is essential to innovation, creativity, and impact. Through our policies, practices, and team culture, we strive to model the inclusive future we want to build in digital healthcare.