

## Andreia de Melo Cabral

Bionical Emas



**In focus: Andreia de Melo Cabral is Chief People Officer at Bionical Emas**

### Equality

We've made progress throughout the years, but that progress has been far too slow. In an industry with a high proportion of women, we must do better in assuring equal gender representation at all levels of seniority.

### Impact

Women in leadership positions tend to be the main catalysts for the advancement of diversity, equity and inclusion in business settings. At Bionical Emas, women have been greatly responsible for creating a feeling of belonging across our company and that engenders a productive and rewarding working environment.

**'Pairing people with inspirational leaders, who will support them in overcoming challenges, is key to achieving equity'**

### Perspectives

People from different genders generate a richer, more creative and innovative workplace. Bionical Emas' mission to pioneer the way life-changing medicines are developed and accessed for patients around the world requires constant innovation and different perspectives. We truly believe this is only achieved when employees from a variety of genders and backgrounds work together.

### Careers

Bionical Emas has done a great job in terms of achieving gender equality, with a workforce and management that is majority female. Women are always at the forefront of diversity, equity and inclusion efforts. At Bionical Emas they have kick-started a comprehensive review of benefits that will foster a better work-life balance for our employees, particularly working mums, and carers. This is also key for our journey of becoming an employer of choice.

### Future

Pairing people with inspirational leaders, who will support them in overcoming challenges, is key to achieving equity. I was lucky enough to be inspired by a great woman in healthcare – my mum. As a woman in a leadership position, I will always guide and encourage women to push boundaries, while also creating opportunities at Bionical Emas that they need to become the leaders of tomorrow.

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**Bionical Emas**

## Caroline Stanton

Bionical Emas



**In focus: Caroline Stanton is Senior Vice President, Quality Assurance at Bionical Emas**

### Equality

I see many companies that have shown diversity and inclusion across the industry, however whether that actually supports equity in ensuring the right person in the right job is debateable. It is still an area for improvement.

### Impact

'Women in healthcare' is a strongly embedded approach at Bionical Emas – women are seen at all levels across the company. These women are also in posts because they are the best possible people to fulfil those roles, not because they are helping to 'tick boxes'.

**'Witnessing how other women have progressed throughout their careers forms a vital barometer for others to follow'**

### Perspectives

As a unique service provider for pharma, everyone's perspective is recognised for the compelling knowledge they bring. The important element is to listen and respect that person's input. Witnessing how other women have progressed throughout their careers forms a vital barometer for others to follow. There are several senior posts where women have been recruited to the company. These women are leading their teams in developing best practices to support excellent deliverables for numerous client

### Careers

Working with children and young people from school age can inspire them into the industry through science pathways and role models. Opportunities to join pharma, however, can come via several different routes and Bionical Emas has a broad approach to recruitment. I would like to see robust coaching for women earlier in their healthcare careers and for mentoring programmes to allow more women to learn from others.

### Future

By understanding that career pathways can be tricky with bumps and sharp turns, I will continue to be a role model, coach or mentor for my team and those around me. Equally, I want to be encouraged by my own role models. To those that have inspired me so far, I say thank you!

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