

Almadesign' s Gender Equality Plan self-declaration

ALMADESIGN has a Gender Equality Plan (GEP) aligned to the requirements of the eligibility criteria in the Horizon Europe work programme and the European Institute for Gender Equality.

ALMADESIGN welcomes this requirement from the European Commission and shares the sense of urgency in achieving gender balance in research and innovation activities. This is key to bringing about the innovations needed to solve the complex challenges facing our society. The Gender Equality Plan in ALMADESIGN will not be a static document to be reported on annually, but a dynamic and useful set of guidelines, tools and KPIs (key performance indicators) that will make gender equality work a natural part of our day-to-day management, research, design, and innovation activities. Our GEP will fulfil the requirements set out in the General Annexes to Horizon Europe, but more importantly it will foster continuous improvements in our organisation.

ALMADESIGN is subject to the Portuguese Law (Article 13 of the Constitution of the Portuguese Republic/ and Law No. 60/2018, of August 21st) which aimed and promotes greater pay equality between women and men for equal work or work of equal value, greater rigor to have a transparent remuneration policy. ALMADESIGN promotes all employers to work in an active, targeted, and systematic way to promote equality and prevent discrimination in the workplace. ALMADESIGN's GEP will accommodate the national legal requirements as well as the requirements from the Horizon Europe work programme.

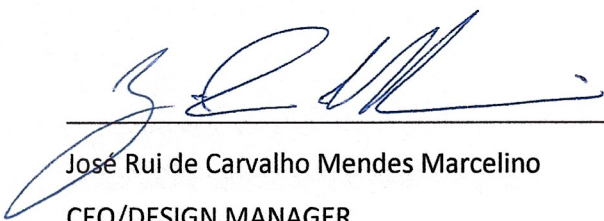
ALMADESIGN is comprised to Conducting impact assessment / monitoring of procedures and practices to identify gender bias; identifying and implementing innovative strategies to correct any bias and setting targets and monitoring progress via indicators.

In this respect ALMADESIGN supports the European Union initiatives to promote gender equality and the work of the European Parliament's Committee on Women's Rights and Gender Equality.

1. ALMADESIGN commits not to discriminate for reasons of gender. Women have the same rights, opportunities, and obligations. At ALMADESIGN, 50% of employees are women. Almadesign offers women the same opportunities regardless of gender.
2. ALMADESIGN commits to sensitize all employees and partners to the problems associated with gender inequality.
3. ALMADESIGN commits to manage professional careers based on merit and not gender.

4. ALMADESIGN is committed to ensuring that, in its community, diversity and multiculturalism is valued and encouraged with zero discrimination of gender, age, race, belief, religion, sexual orientation or economic status.
5. ALMADESIGN is committed to work-life balance, contributing to a better balance between professional and personal life in its community. It promotes and defends parenting, respecting parenting rights and licenses through a flexible schedule.
6. ALMADESIGN has elaborated Almadesign's Ethics document, which strongly focuses on equal treatment and conditions for all genders with no tolerance for inappropriate behaviours that may, in any way, offend any employee, at any point of view.
7. ALMADESIGN has dedicated resources for this Gender Equality Plan: a team member who is responsible for guiding, regulating, training, data collection and monitoring its gender equality policy, with a degree in International Relations: Cristina Ração, Administrative Management (cristina.ratao@almadesign.pt).

ALMADESIGN has implied in its values the promotion of a fairer, equitable, inclusive world, promoting equality, without any frontiers of any kind. This is a fundamental principle for the orientation and environment lived at ALMADESIGN.



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CEO/DESIGN MANAGER

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