



Gender Equality Plan 2024

Agenda

- Working Group and Contacts
- Introduction strategic objectives, analysis and monitoring
- Focus Areas, Measures and Indicators

Working Group and Contacts

- Vítor Verdelho – CEO
- Maria Miguel Milheiro de Pinho – CLO
- João Monteiro – COO
- Contact: info@cell4food.eu

Introduction, strategic objectives

Introduction

The Gender Equality Plan is developed to ensure a culture which enables equal opportunities for woman and men at Cell4Food. It is a current and important debate being addressed at Cell4Food which will expand the team while lowering gender polarization.

Strategic objectives

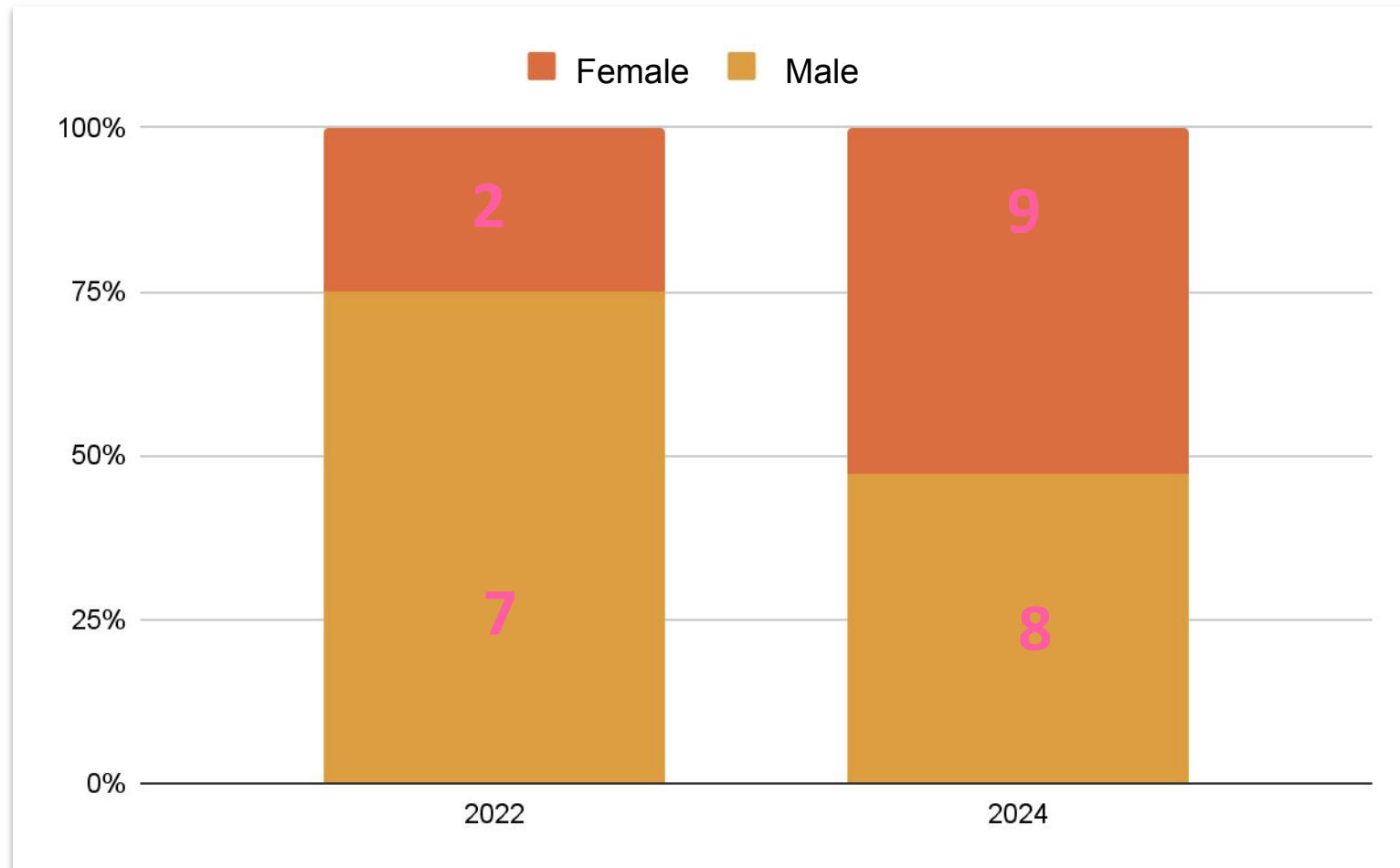
Define 4 priority areas of intervention: equal access to employment; performance evaluation and career progression; internal and external information and communication and work-life balance. The areas defined will be continuously monitored for gender equality indicators. The actions contained in the Gender equality plan have the main objectives:

1. External – Promote and improve gender balance among candidates to Cell4Food
2. Internal – Support policies that facilitate work-life balance, career advancement and no gender stereotypes

Analysis and monitoring

Analysis and Monitoring

Gender Balance @Cell4Food September 2022 - 2024



Focus Areas, Measures and Indicators

1. Equal access to employment

1. **Measure** – Ensuring Cell4Food governance is diverse. Encouraging the application of women, ensuring that recruitment processes and criteria have consideration for equality and non-discrimination principles. Ensure teams promote equality in all recruitment processes while ensuring an increase of female applicants across all application fields.
2. **Timeline** – 2023/2024
3. **Indicators:** % women recruited per year, % women participating in management and coordination

2. Performance evaluation and career progression

1. **Measure** - Guarantee equal opportunities for men and women in promotion and career development. Inform and educate teams to achieve balanced participation of men and women in management and leadership. Promote success through mentoring actions, which include reflection on gender balance, diversity and gender equality.
2. **Timeline** – 2023/2024
3. **Indicators:** Number of initiatives of reflection/promotion of gender balance; Number of training and coaching sessions; Report on “Career Progression”

3. Internal and external information and communication

1. **Measure:** Raise awareness regarding gender balance issues within the team while disseminating good practices with clear examples for gender equality. Using inclusive external language with marketing and advertising policies without stereotypes and promoting diversity.
2. **Timeline** – 2023/2024
3. **Indicators:** Report on “Gender Equal Communications” with examples

4. Work-life balance

1. **Measure:** reconcile work and private life while implementing measures that encourage balanced participation of men and women in family life. Offering flexible working options within Cell4Food, such as flexible hours, asynchronous work and remote options for workers with family obligations.
2. **Timeline** – 2023/2024
3. **Indicators:** Information brochure with possible new support measures and work/life balance awareness sessions



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ADVISORY BOARD MEETING 2.8.2024