



INNOVATING FIRST
A CATALYST FOR NEW DISCOVERIES

Gender Equality Plan 2022



www.colab4food.com



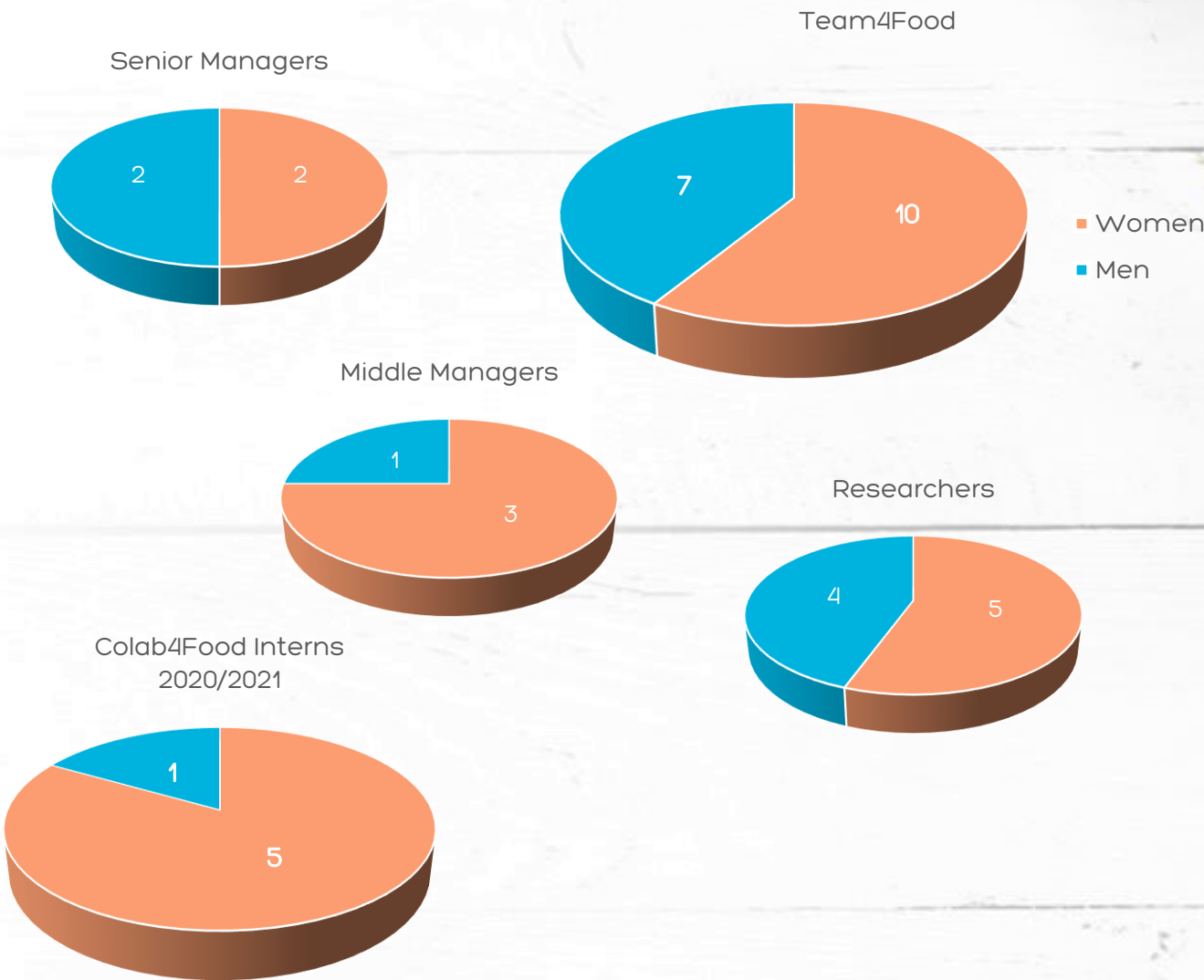
INTRODUCTION

Gender Equality is one of the Sustainable Development Goals (SDGs) set by the 2030 Agenda of the United Nations (UN). Colab4Food is committed to facilitating gender equality. This Gender Equality Plan is developed to ensure a culture which enables everyone equal opportunities within Colab4Food. A strategy was defined based on 5 priority areas, in addition to the commitment on the allocation of dedicated resources, ongoing training and progress monitoring and reporting.

OBJECTIVES

The objective of this Gender Equality Plan is to define actions that have been or will be taken in order to ensure gender equality in all Colab4Food activities at both internal and external levels.

Team4Food by gender



Work-life balance and organizational culture

Colab4Food supports a work-life balanced environment and complies with the Portuguese law and regulation for parental leave.

Gender balance in leadership and decision-making

The hiring of leadership and decision-making positions will be based on job performance only. Gender data on leadership roles will be collected and reported.

Gender equality in recruitment and career progression

Any discrimination based on gender will not be tolerated in recruitment and career progression decisions. The only selection or progression criteria will be in relation to job performance, such as experience, skills, merit, or communication skills. Inclusive language will be used for all job postings.

Integration of the gender dimension into research and teaching content

Gender dimension will be taken into consideration in research and teaching content. Whenever possible and applicable, sex and gender analysis will be included.

Measures against gender-based violence, including sexual harassment

There is zero tolerance towards sexual harassment and violence at Colab4Food. All members are expected to uphold the code of conduct. Any infractions may be reported to Human Resources and such instances will be investigated and sanctions applied.

Allocation of dedicated resources

The Executive Director will ensure compliance with this Gender Equality Plan and allocate appropriate resources to monitor the plan.

Ongoing training

Colab4Food commits to providing regular and ongoing gender equality trainings engaging the whole organization on topics such as unconscious bias, communication activities, and gender dimension in R&I.

Progress monitoring and reporting

Data on gender equality (e.g. disaggregated data on sex and/or gender of personnel) within Colab4Food will be collected and annual progress reports will be published to ensure the Gender Equality Plan is followed. This Gender Equality Plan will be regularly reviewed and updated as needed.



OUR COMMITMENT

"Within our overarching goals for creating a supportive and empowering environment for all employees, we are strongly committed to implementing gender equality, inclusivity and equality in the workplace."

Miguel Teixeira

Miguel Teixeira, Colab4Food Scientific & Executive Director

February, 2022

HEADQUARTERS:

📍 INIAV - VAIRÃO HEADQUARTERS
RUA DOS LAGIDOS
4485-655, VAIRÃO
VILA DO CONDE, PORTO
PORTUGAL

geral@colab4food.com
www.colab4food.com

Co-financed by:

