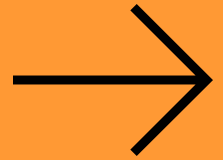


# Gender Equality Plan



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# Glossary

<b>GEP</b>	Gender Equality Plan
<b>GEO</b>	Gender Equality Officer
<b>RCO</b>	Regulatory Compliance Officer
<b>HRO</b>	Human Resources Officer
<b>EU</b>	European Union
<b>SDG</b>	Sustainable Development Goals
<b>R&amp;I</b>	Research and Innovation

# Introduction

The EU Gender Equality Strategy for the period 2020-2025 forms the framework of the policy objectives and actions towards a gender-equal Europe. The goal is a Union where *“women and men, girls and boys, in all their diversity, are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our European society”*. Regarding the policies targeted to promote gender equality in research and innovation (R&I), in 2020, a new commitment was made and has been integrated into various initiatives and measures, including the European Union's Framework Programme for Research and Innovation (Horizon Europe) for the period 2021-2027, where gender equality is set as a horizontal priority covering both the evaluation of research proposals and the implementation of research programmes. For this purpose, the generation of a Gender Equality Plan (GEP), for each organization participating in R&I actions, that integrates the principles of gender equality in a clear and a binding way into its strategic plans and development objectives, is a prerequisite.

The Gender Equality Plan (GEP) of farmB digital agriculture S.A. regards a company's policy instrument for integrating gender mainstreaming into its organizational (structure and functional bodies) and Research and Innovation (R&I) functions with the aim to eliminate any form of gender-based discrimination and violence towards the objective of a gender-sensitive work environment, also in accordance with to the UN Sustainable Goal No 5 on Gender Equality and Women's Empowerment. This GEP has been implemented following the guidelines of the new European Union (EU) Framework Programme for Research and Innovation. Therefore, it tries to meet the four mandatory requirements stated in the guidelines formed here as priority axis of the GEP. Furthermore, an additional priority axis has been introduced, namely the control axis, where the proposed, by the Horizon Europe Guidelines, thematic areas are covered as means of control actions that ensures the substantial implementation of the stated requirements.

## Disclosure



farmB's GEP, signed by the senior management, is publicly available in the company's website

## Monitoring



the organization's performance is evaluated annually through indicators, data on personnel collected

## Implementation



the GEP is implemented by especially committed resources and experts

## Awareness



continuous training of personnel and senior management on gender equality and unconscious gender biases



# AXIS I: Disclosure

## EU REQUIREMENT

Publication: formal document published on the company's website and signed by the top management

## FARMB

This axis regards the documentation of the GEP and related publications in terms of farmB's GE commitment through relevant references on the company's website as well as all means of their communication among all personnel of farmB. The published GEP and any other official documentation on gender-equality matters should be signed by the senior administration (farmB's CEO) and the assigned gender-equality officer (GEO).



# AXIS II: Implementation

## EU REQUIREMENT

Dedicated resources: commitment of human resources and expertise in gender equality to implement it.

## FARMB

Implementation Axis defines the dedicated resources necessary to implement the GEP and to support a sustainable organizational change towards gender-equality scope. Towards that direction farmB has assigned three distinct roles responsible for the implementation of its GEP, namely the Gender Equality Officer (GEO), Regulatory Compliance Officer (RCO) and the Human Resources Officer (HRO).

### Gender Equality Officer (GEO)

The GEO is responsible for the creation of a gender-inclusive and gender sensitive working environment, while also promoting actions that oppose gender stereotypes.

### Regulatory Compliance Officer (RCO)

The RCO ensures that farmB complies or operates in conformity with its outside regulatory and legal requirements, as well as internal policies and bylaws.

### Human Resources Officer (HRO)

The HRO supports the effective implementation of the GEP within farmB operating as a liaison between employees and the senior administration.



# AXIS III: Monitoring

## EU REQUIREMENT

Data collection and monitoring: sex/gender disaggregated data on personnel and annual reporting based on indicators.

## FARMB

GEP constitutes an organizational statement by farmB that applies to the company's day-to-day operations. To that effect, monitoring its implementation is an important obligation for ensuring the implementation of the proposed actions and eventually for achieving the stated objectives and goals. This third AXIS provides for the collection and analysis of data regarding company's personnel, as well as the monitoring of relevant indicators.

On an annual basis an assessment of the need for revision will be carried out, while ad hoc updates and modifications will continuously take place when issues or new information and knowledge arises.

Monitoring of and creating of reports to be published in each GEP update on personal composition by gender and analytics for hierarchical levels positioning.



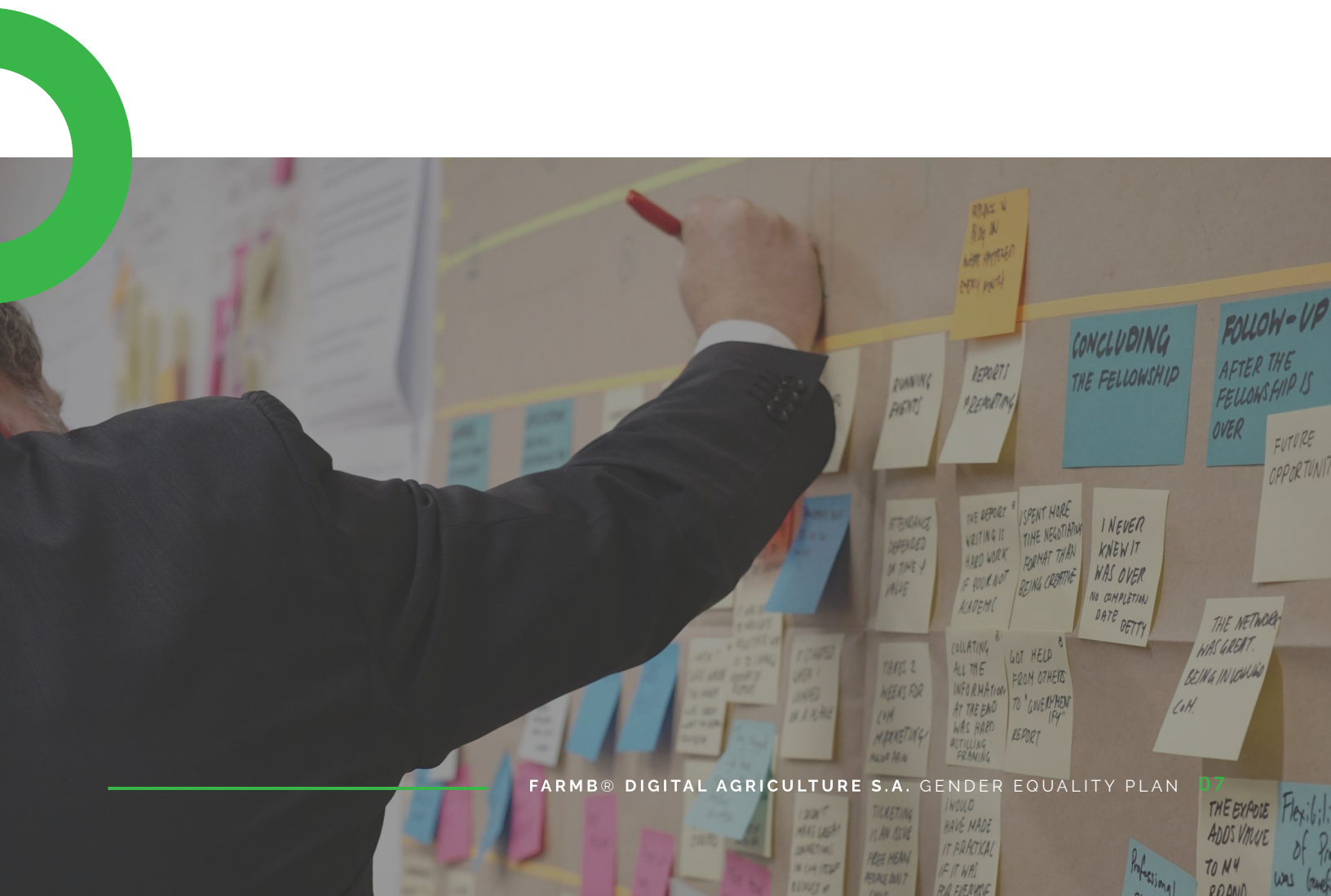
# AXIS IV: Awareness

## EU REQUIREMENT

Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.

## FARMB

AXIS IV regards a long-term process as providing for the information and the awareness-raising actions on gender equality, and the provision of information material about violence and harassment within personnel in the workplace.





# AXIS V: Control

## EU REQUIREMENT

In terms of the content, it is recommended that a GEP addresses the following 5 thematic areas, using concrete measures and targets:

- a. Work-life balance and organisational culture,
- b. Gender balance in leadership and decision-making,
- c. Gender equality in recruitment and career progression,
- d. Integration of the gender dimension into research and teaching content,
- e. Measures against gender-based violence, including sexual harassment.

## FARMB

Content-wise, recommended areas to be covered and addressed via concrete measures and targets are:

MEASURES	<b>work-life balance and organisational culture</b>
	Inclusion of the GE within the basic principles in farmB context.
	Promoting the GE principle in relative procedures and texts, i.e. use of a neutral language in any communication activity, presentation, publication, and publicity material.
	<b>gender balance in leadership and decision-making</b>
	Strengthening the participation of women in positions of responsibility (e.g., working units leading, Human Resources Management office, GE office) and in committees (e.g., farmB Board of Directors).
	<b>gender equality in recruitment and career progression</b>
	Participation of women employees in recruitment processes.
	Participation of the GE officer in the process of any new position announcement.
	Implementation of a series of social media for the publication of positions announcements for attracting diversified profiles (LinkedIn, Facebook, Instagram, etc.). Furthermore, farmB should be promoted as an equal opportunity employer in these new job advertisements,
	Participation of the GE officer in the evaluation process of petition applicants.
	Monitoring and recording open recruitment processes in terms of statistics on gender distribution among applicants.
	<b>integration of the gender dimension into research and training content</b>
	Including gender distribution in R&D staff statistics.
	<b>measures against gender-based violence including sexual harassment</b>
	Establish a policy for preventing and combating violence and harassment in the workplace (to be available in the upcoming update of the document).



# Promoting women involvement in R&I

farmB encourages the participation of women in the processes of conception and implementation of research and innovation actions.

farmB enhances the participation of women in the writing of working documents (scientific publications, general reports, projects deliverables, manuals, product guides, etc., as well as in all dissemination activities, including conferences, workshops, etc.), Furthermore, women staff will be encouraged to participate in the organization of such events.

farmB promotes women's research and disseminating both research and innovation results.



# Next Steps

## FARMB

For the following year 2023 farmB will work on the 5 AXIS of its GEP.

Planned Actions include among others:

- Assign roles for GEO, RCO, HRO and update GEP strategy,
- Create full gender map and establish monitoring indicators,
- Establish a recording mechanism for signed and anonymous complaints,
- Establish an Action protocol for handling complaints,
- Inform all associates and employees with respect to the GEP.



