

MAVRONERO FARM LTD

Gender Equality, Diversity and Inclusion Plan (GEDI) 2026–2030

Version: 1.0

Effective Date: 15 July 2026

Approved by: Board of Directors, Mavronero Farm Ltd.

Review Cycle: Annual

Purpose

This Plan establishes Mavronero Farm Ltd.'s commitment to gender equality, diversity and inclusion in accordance with Horizon Europe Gender Equality Plan requirements while embracing broader principles of equal opportunity and inclusive research.

Our Commitment

Mavronero Farm Ltd. is committed to providing a fair, respectful and inclusive working environment where every individual has equal opportunities to contribute and succeed. Diversity is recognised as a driver of innovation, scientific excellence and sustainable development.

Equal Opportunities, Diversity and Inclusion

The Company does not tolerate discrimination, harassment or unequal treatment based on:

- Gender
- Gender identity or expression
- Nationality or citizenship
- Race, colour or ethnic origin

- Religion or belief
- Disability
- Age
- Sexual orientation
- Marital or family status
- Pregnancy or parental responsibilities
- Socio-economic background

or any other protected characteristic under applicable law.

Recruitment, remuneration, promotion, training and career development are based solely on competence, qualifications, experience and performance.

Gender Equality

Management is committed to balanced participation in leadership, transparent recruitment, equal pay for equal work, family-friendly policies and prevention of gender-based discrimination and harassment.

Research Excellence and Inclusive Innovation

As a Living Lab for Smart Agriculture Innovations and Environmental Restoration, Mavronero believes that multidisciplinary and international teams produce stronger research outcomes. Researchers, engineers, farmers, students, volunteers and partners from diverse backgrounds are encouraged to collaborate.

Work-Life Balance

Where operationally feasible, flexible working arrangements, family-friendly practices and respect for personal wellbeing are supported.

Safe and Respectful Workplace

The organisation maintains zero tolerance for discrimination, bullying, harassment or retaliation. Confidential reporting mechanisms are available and concerns are investigated promptly and fairly.

Governance

The Director is responsible for implementation. The Plan applies to employees, researchers, volunteers, interns, contractors and collaborators.

Monitoring and KPIs

Annual review of:

- Gender balance in recruitment and leadership
- Participation in training
- Reported equality concerns
- Diversity of project teams where appropriate
- Progress against improvement actions

Implementation Roadmap

2026 – Adopt the GEDI Plan and communicate it internally and externally.

2027 – Deliver awareness and equality training.

2028 – Review recruitment, promotion and participation data.

2029 – Update objectives based on organisational growth.

2030 – Full review and publication of the next Plan.

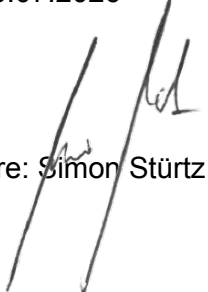
Publication

This Plan is published on the Mavronero website under 'Gender Equality, Diversity & Inclusion' and reviewed annually.

Approval

Approved by Board of Directors
Mavronero Farm Ltd.

Date: 15.07.2026

Signature:  Simon Stürtz, CEO