

MAVRONERO FARM LTD

Gender Equality Plan (GEP) 2026–2030

Version: 1.0

Effective Date: 1 January 2026

Approved by: Board of Directors, Mavronero Farm Ltd.

Review Cycle: Annual

Purpose

Mavronero Farm Ltd. is committed to creating an inclusive, diverse, respectful, and equitable working environment for all employees, researchers, collaborators, students, and external partners.

As a research organization and innovative SME participating in European research and innovation activities, Mavronero recognizes that diversity strengthens creativity, improves scientific excellence, and contributes to better research outcomes.

This Gender Equality Plan establishes the company's long-term commitment to equal opportunities and fulfills the minimum process-related requirements defined by the European Commission for Horizon Europe beneficiaries.

Scope

This plan applies to employees, directors, researchers, visiting researchers, students, trainees, volunteers, contractors working under the supervision of Mavronero and external collaborators participating in research activities.

Principles

- Equal treatment regardless of gender.
- Equal opportunities in recruitment and career development.
- Equal pay for equal work.
- Transparent decision-making.
- Zero tolerance for discrimination, harassment, or bullying.
- Inclusive participation in research and innovation activities.
- Respect for diversity, culture, nationality, age, disability, religion, and family responsibilities.

Objectives (2026–2030)

Promote equal opportunities; ensure fair recruitment; encourage balanced participation in research projects; support work-life balance; prevent discrimination and harassment; improve awareness of diversity and inclusion; monitor progress annually.

Recruitment and Career Development

Recruitment shall be based solely on qualifications, experience, competence, and merit. Selection procedures shall use objective evaluation criteria, avoid gender bias, and encourage applications from underrepresented groups where appropriate. Career progression and professional development opportunities shall be equally available to all employees.

Equal Pay

Mavronero Farm Ltd. is committed to equal remuneration for equal work, transparent salary structures, and objective performance evaluation. Salary decisions shall never be influenced by gender.

Work-Life Balance

Where operationally possible, Mavronero supports flexible working hours, hybrid and remote work, family-friendly arrangements, maternity, paternity and parental leave, and support for carers.

Prevention of Harassment and Discrimination

Mavronero maintains a zero-tolerance policy towards discrimination, sexual harassment, bullying, intimidation, and retaliation. All complaints shall be treated confidentially, investigated fairly, and resolved promptly.

Inclusive Research Environment

Research activities shall encourage diverse teams, consider sex and gender dimensions where scientifically relevant, provide equal access to opportunities, and ensure fair recognition of contributions.

Training and Awareness

Mavronero will provide regular awareness activities covering equality, diversity, inclusion, anti-harassment, ethical conduct, and responsible research and innovation.

Governance and Responsibilities

The Managing Director is responsible for approving, implementing, and reviewing this plan annually. Managers are responsible for ensuring equal treatment within their areas.

Dedicated Resources

Mavronero commits appropriate management oversight, staff time, access to training, external expertise where required, and periodic management review to implement this plan.

Monitoring

Progress will be reviewed annually using indicators such as gender distribution, recruitment balance, participation in research projects and training, reported complaints, and corrective actions.

Communication

This plan shall be published on the Mavronero website, be available to employees and partners upon request, and reviewed at least annually.

Review

This document shall be reviewed annually or whenever significant organizational changes occur.

Approval

Approved by:

Board of Directors
Mavronero Farm Ltd.

Date: 03.01.2026

Signature: Simon Sturtz, CEO

