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Approved by: Board of Directors

📌 Introduction

At SENSOMATT Lda., we are committed to creating a workplace where gender equality is not just encouraged, but systematically embedded in our operations, culture, and innovation processes. Our Gender Equality Plan (GEP) serves as a formal and actionable framework to promote equity, eliminate discrimination, and ensure that everyone, regardless of gender, has equal access to opportunities, resources, and respect.

We recognize that gender intersects with other identities—such as age, ethnicity, disability, and socio-economic background—and this GEP is part of our broader inclusion strategy.

1. Commitment and Structural Integration

1.1. Leadership Endorsement

Our executive leadership fully endorses the Gender Equality Plan. It is integrated into our strategic objectives and monitored at the highest level of governance.

1.2. Public Accessibility

This plan is published on our company website and communicated internally across all teams.

1.3. Dedicated Responsibility

A **Gender Equality Officer** is appointed within HR, with cross-functional collaboration responsibilities and a direct reporting line to the Executive Team.

1.4. Gender Equality Working Group

We have established an internal working group comprising diverse representatives (by gender, role, and department) to monitor implementation and advise on continuous improvement.

2. Gender Balance in Leadership and Decision-Making

2.1. Current Snapshot and Baseline Audit

We annually collect data on gender distribution across all departments, leadership levels, advisory boards, and project teams.

2.2. Goals and Targets

We aim to:

- Reach a **minimum 40% representation** of each gender in leadership and management by 2027.

- Increase visibility of underrepresented genders in external-facing roles, including public speaking, partnerships, and R&D consortia.

2.3. Inclusive Decision-Making

- Ensure all major internal decisions involve **gender-diverse panels**.

- Rotate responsibilities to democratize leadership development.

3. Recruitment, Retention, and Career Development

3.1. Fair Recruitment

- All job descriptions are reviewed for **gender-neutral language**.

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- Hiring panels are trained in **unconscious bias mitigation**.

- We ensure **balanced shortlists** wherever possible, especially for technical and leadership roles.

3.2. Transparent Career Progression
- Promotion criteria are **documented and communicated** clearly.

- We conduct annual reviews of promotion decisions by gender.

- Sponsorship and mentorship programs are available to support growth, especially for underrepresented genders.

3.3. Pay Equity
- We conduct regular **gender pay audits** and adjust discrepancies.

- Pay structures are transparent and benchmarked.

3.4. Parental and Care Leave
- We offer **equal parental leave entitlements**, regardless of gender.

- Employees are encouraged and supported to take leave without negative impact on career progression.

- Flexible reintegration policies are in place post-leave (e.g. part-time return, buddy system).

4. Work-Life Balance, Safety, and Organizational Culture
4.1. Flexibility
- Flexible working hours and remote work options are available across roles where feasible.

- Meetings are scheduled with consideration of caregiving responsibilities.

4.2. Psychological Safety
- We actively build a culture of respect, psychological safety, and open feedback.

- We celebrate diversity during onboarding and through internal communications.

4.3. Zero Tolerance for Discrimination
- We maintain and enforce an **anti-harassment and discrimination policy**.

- Clear, confidential reporting channels are in place, with guaranteed non-retaliation.

- All employees complete **mandatory training** on respectful workplace behavior and gender bias.

5. Gender Dimensions in Innovation and Research
5.1. Gender-Aware R&D
- All research and product development activities assess **gender relevance**.

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- Where applicable, we analyze how our innovations affect genders differently.

5.2. Data and Design
- We review data sets for gender bias and consider demographic inclusivity in AI/ML development.

- Product testing includes a gender-diverse user base.

5.3. Ethics and Training
- Researchers receive training on **gender-sensitive methodologies** and ethical design.

- Grant applications and whitepapers explicitly address **sex and gender analysis** if relevant.

6. Monitoring, Evaluation, and Transparency
6.1. KPIs and Metrics
We track the following annually:
- Gender distribution by role and level

- Gender pay gap

- Promotion and retention rates

- Parental leave uptake by gender

- Participation in training and mentorship programs

- Culture and inclusion scores from employee surveys

6.2. Annual Review and Reporting
- The Gender Equality Officer prepares a **GEP Progress Report**.

- Recommendations are reviewed by the Executive Team and integrated into planning.

- Results are shared with all staff and published externally.

7. Training and Awareness
- **Mandatory onboarding** includes diversity, equity, and inclusion training.

- We provide annual **refresher workshops** on unconscious bias, inclusive language, and team dynamics.

- Managers receive **targeted leadership training** on fostering inclusive environments.

8. Intersections and Broader Inclusion
We recognize that gender equality cannot be separated from other dimensions of identity. Our approach incorporates intersectionality, addressing barriers faced by those at the margins of multiple identities.
- We consider cultural and language barriers.

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- We support neurodiverse and disabled employees with accommodations.

- Our culture values both diversity of background and diversity of thought.

9. Resources and Documentation
- Gender Pay Audit Template

- Inclusive Recruitment Checklist

- Parental Leave Guidebook

- Harassment Reporting Policy and Flowchart

- Gender Impact Assessment Tool for R&D

Summary Table of Commitments

Area	Actions	Timeline
Leadership	40% gender target in management, diverse decision-making panels	By end of 2027
Recruitment	Inclusive JD language, bias training, balanced shortlists	Q2 2026
Pay Equity	Annual gender pay audits	Q3 2026, annual
Parental Support	Equal leave, flexible return policies	Q1 2026
Flexible Work	Remote/hybrid/flexible hours for all eligible roles	Ongoing
Workplace Culture	Mandatory training, zero-tolerance policy	Q1 2026
Inclusive R&D	Gender in research design, bias audits in datasets	Project-based
Monitoring & Evaluation	Annual GEP report with KPIs	Every December

✅ **Final Statement**

Gender equality at SENSOMATT is not a checkbox—it is a principle woven into how we recruit, promote, research, build, and lead. We do this not just to comply with policy, but because inclusive teams perform better, solve harder problems, and build a future that works for everyone.
We remain committed to learning, listening, and evolving.

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