



GENDER EQUALITY PLAN

2023 – 2026

Contents

| | |
|---|---|
| INTRODUCTION..... | 2 |
| STATEMENT | 2 |
| STRATEGIC CONTEXT | 2 |
| OBJECTIVE | 3 |
| SCOPE..... | 3 |
| Accountability and Responsibility. | 4 |
| Ratification. | 4 |
| Communication. | 4 |
| Monitoring. | 4 |
| Data Collection. | 4 |
| OUR KEY FOCUS AREAS..... | 4 |
| ORGANISATIONAL CULTURE AND EASIER COMBINATION OF WORK-LIFE BALANCE. | 4 |
| STRATEGIES. | 4 |
| Measures of Success. | 5 |
| MORE BALANCED GENDER REPRESENTATION IN MANAGEMENT, RECRUITMENT, CAREER PROGRESSION AND EVENTS..... | 5 |
| STRATEGIES | 5 |
| Measures of Success. | 5 |
| INTEGRATING GENDER IN RESEARCH AND EDUCATION CONTENT. | 6 |
| STRATEGIES | 6 |
| Measures of Success. | 6 |
| COMBATING SEXUAL AND GENDER- BASED HARASSMENT. | 6 |
| STRATEGIES. | 6 |
| Measures of Success. | 6 |
| CROPBIOME — GENDER EQUALITY PLAN..... | 7 |

INTRODUCTION

Our strategy on gender equality originates from our actions and ongoing work on equality in the workplace and revolves around our objective;

"to create, through our day-to-day actions, a gender- responsive culture that understands gender equality as a core value".

Our Gender Equality Plan (GEP) spells out CropBiome's plan to achieve this goal, its scope and the strategic objectives we want to achieve over the next three years. It is intended to be a living document that will be updated regularly to accommodate new actions and developments.

STATEMENT

The promotion of gender equality and equal opportunities has been an important topic for CropBiome since our foundation, guaranteeing a gender balance both at the organisational level and within our business activities. Indeed, gender considerations are crucial both to CropBiome's vision and to the achievement of our mission.

We consider equality to be 'part of the day job' and an essential part of building a fair and sustainable future for our company.

Currently, around 43% of our staff, 50% of the management and 50% of our board of directors are women.

Our aim is to progress gender equality further we must also continue to challenge the beliefs and attitudes that are undermining progress.

We must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender diverse individuals face.

Our equality plan acknowledges that "gender equality is about non- discrimination and the protection of fundamental human rights".

With that in mind, we also recognise that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence.

CropBiome stands in support of equal rights and fair treatment of all members of the LGBTI+ community.

STRATEGIC CONTEXT

CropBiome takes a leading role in recognising and valuing the diversity of its staff based on language, cultural background, gender, age, religion, geographical region, sexual orientation, functional disability and socio-economic situation.

Our plan is to positively associate with the organisational situation given the age diversity of employees ranging from 20 to 60 years, variety of cultural backgrounds present, and 43% of its staff workers being women. The organisation's performance in relation to gender equality, in particular, significant

achievement with women being well represented in Senior Leadership, in Management and in certain disciplines.

CropBiome is very committed to the fight against gender-based violence and will with our employees and partners promote project initiatives to promote and preserve the physical, emotional health, safety and well-being of employees.

CropBiome is dedicated to making an additional effort to achieve a gender- equal company culture, by taking the measures necessary to develop working conditions and a culture in which female, as well as male workers, feel they are welcome, have job satisfaction and experience the organisation as a caring and fair employer.

Additionally, CropBiome takes a clear stance when it comes to quotas and targets, in our action plan. At the same time, it is important to work on company culture. A quantitative target is of no use without a simultaneous change in mentality. Therefore, this gender action plan will be joined in the future by a detailed implementation plan.

Our gender equality plan suggests the development of specific interventions for areas in need of more practical and strategic approaches, in order to ensure the empowerment of gender diverse individuals as a step towards gender equality.

OBJECTIVE

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices.

In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programmes that pay due attention to gender differences in labour market participation, and actively promote equality between gender diverse individuals.

SCOPE

This plan applies to all CropBiome employees, partners and stakeholders.

An Equality Officer will be appointed to oversee the implementation of the gender equality plan.

Effective implementation of the plan will require commitment from the CEO and Senior Management in supporting activities to advance the knowledge and skills of staff to enable efficient gender mainstreaming in their areas of work.

The equality officer will monitor and report on the progress of implementation to the executive team and will provide an annual report to the CEO and Senior Management who will present the report to all staff.

The equality officer will also set up mechanisms for building capacity among the staff, information, training, and technical support needed to assure the plan's implementation.

Accountability and Responsibility.

Ratification.

The GEP is ratified at the executive level (CEO and Board of Directors) and the equality officer is responsible for ensuring that it is communicated to all staff members.

Communication.

The equality officer will have responsibility to ensure that employees are aware of the gender equality plan and to initiate corrective action when discrimination is observed or reported.

Monitoring.

All the while they are on duty, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments.

Data Collection.

The equality officer is expected to collect data disaggregated by sex and other relevant variables, and to review and reflect on the gender aspects of the respective areas of work. Such action will help ensure the integration of gender considerations in all of CropBiome's work.

OUR KEY FOCUS AREAS

The equality plan identifies four areas for focused attention that will enable strategic and sustainable change at CropBiome. The plan will help us, over the next 3 years, to navigate and accelerate the gender equality journey that CropBiome must take in order to achieve its objective.

- Organisational culture and easier combination of work-life balance.
- More balanced gender representation in management, recruitment, career progression and events.
- Integrating gender in research and education content.
- Combating sexual and gender-based harassment.

In order to achieve its strategic objectives, CropBiome needs to work in several areas that serve as building blocks for the strategy. CropBiome will consider all information and advise and guidance on gender equality while taking its specific organisational context and features into account.

ORGANISATIONAL CULTURE AND EASIER COMBINATION OF WORK-LIFE BALANCE

Promotion and support of an organisational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities

STRATEGIES.

The equality officer will oversee, monitor and promote the implementation of the gender equality strategy and action plan.

- Promote the organisation’s image and reputation as an inclusive organisation that supports and values diversity.
- Integrate gender inclusion into planning and strategy across the organisation.
- Undertake a regular review of flexible work and other relevant policies.
- Diagnosis of the needs of persons coming back to work after parental leave, with respect to support from the organisation.
- Ensure all staff are aware of the gender equality and related equality policies.

Measures of Success.

- Incorporate gender equality objectives in CropBiome’s planning and strategy.
- External communication and statements of support for gender equality.
- Annual surveys of all staff (including in-house consultants and interns) with a satisfaction score of a minimum of 80% on gender experiences in the workplace: harassment, discrimination, workplace culture and management styles, the results of which are shared with the CEO and Board of Directors.
- Carry out consultations and surveys and publish the results as part of the activities related to the next gender equality plan for CropBiome.
- Create family-friendly policies. Provide options and implement flexible working hours and methods.

MORE BALANCED GENDER REPRESENTATION IN MANAGEMENT, RECRUITMENT, CAREER PROGRESSION AND EVENTS

Equal access to and balanced participation of gender diverse individuals in decision- making structures (formal and informal) and ensuring equal chances to develop and advance their careers.

STRATEGIES

Representation of gender diverse individuals in Senior positions and in leadership roles.

Review the workforce planning process to ensure gender equality objectives are included.

Promote key stakeholders’, CropBiome employees’ and decision-makers’ engagement with gender equality.

Promote gender inclusive and bias- free recruitment, career progression, and evaluation policy.

Balanced gender representation at events arranged at and by CropBiome.

Measures of Success.

- Representation of gender diverse individuals on projects and research activities implemented by CropBiome.
- Having a policy to promote equal career opportunities for all genders.
- Training and mentorship programmes that help employees to accommodate work demands on their return from parental, maternity, or family-related leave.
- Include gender awareness in all job specifications.

- Formulate recommendations with respect to increasing balanced gender representation at events.
- Use social media and a range of other media outlets to create a positive image of successful practices in gender equality.

INTEGRATING GENDER IN RESEARCH AND EDUCATION CONTENT

Integrating a gender dimension in ongoing research and education content and applying it while conceiving new projects and training.

STRATEGIES

Promote the inclusion of the sex and gender dimension in research content.

Promote diversity in research management.

Promoting the integration of a sex and gender perspective in training, education/ teaching curricula.

Measures of Success.

- Disaggregating research data (articles, reports etc.) by sex and/or gender where relevant.
- Considering all genders for language and images in research material and production.
- Requiring all applicants for funding to consider sex and gender in their research and application design where relevant.
- Providing staff with guides and workshops on the integration of equality and diversity in training programme design and learning activities as a teaching and learning support.
- Providing staff with specific training courses and materials on gender equality.
- Communications about training must not be gender-specific “unless the training is specifically designed for a specific gender”.

COMBATING SEXUAL AND GENDER- BASED HARASSMENT

Preserving and promoting the physical and emotional health, safety and well-being of employees.

STRATEGIES.


Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment.

Working collectively to combat bias and stereotypes.

Measures of Success.

- Providing staff and decision-makers with specific training courses and materials on combating sexual and gender-based violence, gender equality and unconscious gender biases, i.e. 4 hrs of training per CropBiome staff member per year.
- Measuring performance by how well staff address these issues.
- Create reporting mechanisms that allow staff to raise concerns, document, and act on gender balance issues they identify.

CROPBIOME — GENDER EQUALITY PLAN.

| | |
|---|---|
| Organisation Name | CropBiome |
| Chief Executive Officer | Sean Daly |
| Board Members | Sean Daly, Fiona Doohan, Kieran Gaughan, Sinéad Duffy, Bruce Clibborn, Daniel Kearney |
| Equality Officer | Noel Dunne (Consultant) |
| Number of employees (employees and in-house consultants). | 11 |
| Authorised by | Sean Daly |
| Date | 18 th October |
| Company Stamp and Signature |  |