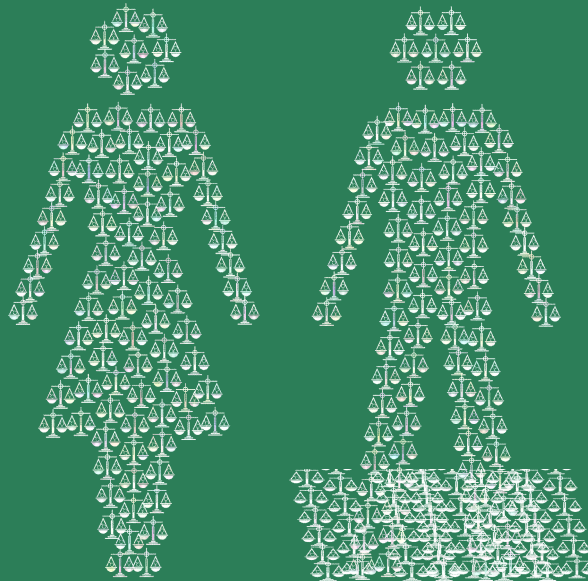


**INNOVPLANTPROTECT**

**GENDER  
EQUALITY & EQUITY  
PLAN**



**INNOVPLANT  
PROTECT**

## Revision Control

Version	Date	Approval
V1	31 <sup>th</sup> January 2022	CEO
V2	7 <sup>th</sup> December 2023	CEO

Elvas, December 7, 2023

The Executive Director of InnovPlantProtect CoLAB,

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(Pedro Fevereiro)

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## 1. FRAMEWORK

In accordance with the guidelines of the Universal Declaration of Human Rights, the Treaty on European Union, the European Pact for Gender Equality, and the provisions of the Constitution of the Portuguese Republic (Article 13) and the Labour Code (Articles 23 to 65) gender equality is an essential human right for the development of society and for the **full participation of men and women as persons in society**.

In recent years, this right, which has achieved prominence and relevance in the main international bodies and, also in Portugal, has become increasingly important, considering the awareness of organisations of the urgent need to adopt and implement measures to combat gender discrimination.

The development of public policies, both national and European, relating to gender equality issues, has led to a new look at the conditions that allow and facilitate the reconciliation of professional activity with family and personal life. Despite the evolution, resulting from the involvement and commitment of companies and their leaders, they still identify themselves asymmetries to be corrected.

Bearing in mind the importance of gender equality, and to demonstrate the commitment of InnovPlantProtect (hereinafter "InPP") to the subject matter, and pursuant to Article 7 of Law No 62/2017 of 1 August, regulated by Normative Order No 18/2019 of 21 June, InPP presents its Plan for Gender Equality and Equity for the year 2024 and following, with the aim of achieving effective equality of treatment and opportunities for all genders, thereby promoting non-discrimination based on gender. In this sense, the objectives that lead the present Gender Equality Plan are the following:

- i) Knowing the gender indicators of InPP.
- ii) Identify actions already taking place in the entity, in the promotion of equality between men and women, also identifying weaknesses, where it is necessary to intervene and introduce changes, considering the context and activity of the organization.

iii) Promote the dissemination of internal rules on the prevention of harassment, as set out in the InPP Code of Conduct.

iv) Define and adopt best practices in promoting gender equality, in the framework of compliance with existing regulations and relevant international benchmarks.

## 2. CHARACTERIZATION OF InPP

### 2.1. MISSION

Agriculture is a crucial activity for our economy, providing food, raw materials, employment, and income. According to the Food and Agriculture Organization of the United Nations (FAO), agricultural activity represents almost 40% of world GDP and agricultural goods are responsible for 43% of world exports. Since approximately  $\frac{1}{4}$  of the earth's surface is cultivated, all impacts associated with agriculture have universal effects. This is particularly relevant because, in a world in which the global population will reach 8.3 billion inhabitants in 2030, it will be necessary to increase production by 35% to 50% with less environmental impacts, and in time to comply with adaptations to climate change.

For the success of this project, it is urgent to overcome important hurdles, both in the laboratories as in the fields. No other problem negatively affects agricultural production as strongly as pests and diseases, so the ability to exert control over these factors is one of the greatest challenges currently facing farmers across the continent. Despite worldwide annual expenditure of over 60 billion euros on pesticides, between 30% to 50% of global agricultural production is destroyed by pests and diseases. The Mediterranean region is one of the most affected by climate change and the movement of new pests and diseases, or which in many cases there is no existing, effective solution.

To address these issues, **InPP aims to develop innovative bio-based and digital solutions as well as plants resistant to pests and diseases**, thereby promoting safer, more productive, and sustainable agricultural crops. Our work focuses on specific problems of Mediterranean crops, namely those resulting

from the emergence of new pests and diseases associated with the global increase in average temperature. We develop our products up to the proof-of-concept phase at least and the resulting solutions are intended to be licensed for:

- i) New biopesticides (pesticides of biological nature) against pests and diseases.
- ii) New formulations and matrices for agricultural applications.
- iii) New plant varieties with characteristics to allow facing the challenges of production.
- iv) New methods of diagnosis and monitoring of pests and diseases.
- v) New models of risk assessment.

For these InPP gather in house technologies required for concepts i) to v), such as: molecular breeding, genome editing, library screening, gene discovery, mutagenesis, among other molecular biology, biochemistry, and nano and microtechnology's approaches, together with cyber-physical systems, robotics / drones, sensors, and artificial intelligence.

Identification and selection of target pest and diseases and the target product profiles of products to be developed is entirely executed by InPP associates, who, in synergy, identify the priorities and determine the necessary investment. Among the emerging selected pests and diseases that fall within the scope of InPP Activities are *Drosophila suzukii*, *citrus psylla*, *grape leafhopper*, *yellow rust* (in wheat and other cereals), *Xylella fastidiosa* (in olive and almond among other tree crops), *fire blight* (in Rocha pear and apples) and *rice blast*. Other diseases of economic importance will be also investigated as soon as the problem becomes prevalent. In all cases, as a key selection demand, is the absence of any efficient bio-based solution, on the market.

## 2.2. VISION

In collaboration with agricultural producers, phytopharmaceuticals and seed companies, research institutions and local authorities, InPP will engage cutting

edge scientific knowledge to solve difficulties associated with Mediterranean agriculture. These include limited availability of active ingredients, and the appearance of new pests and diseases for which there are no bio-solutions for prevention and treatment.

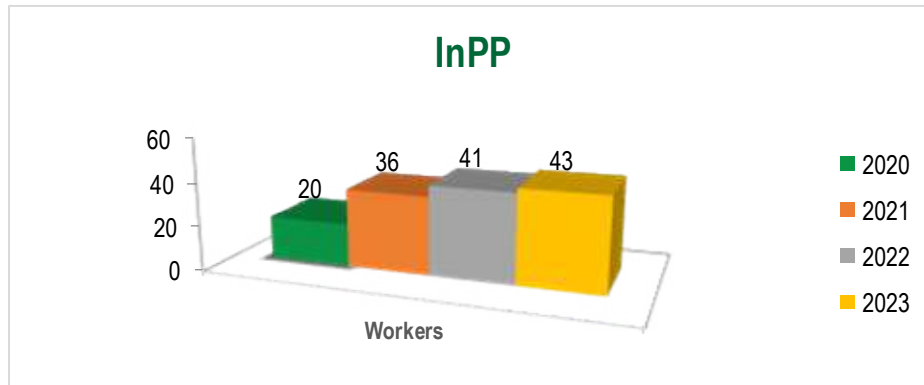
### **2.3. COMMUNITY OF RESPECT POLICY**

In order to provide a respectful environment where all are welcome, the InPP does not discriminate or allow discrimination in program(s) or practices on the basis of race, religion, employment/unemployment status, colour, genetic information, pregnancy, sex, national origin, age, ancestry, marital/partnership status, familial status, sexual orientation, gender identity, mental or physical disability, alienage, ethnicity, stalking victim/survivor status or domestic violence victim/survivor status, veteran status, or any other protected classification. This policy governs all aspects of InPP program operation and is in place for staff, volunteers, and clients.

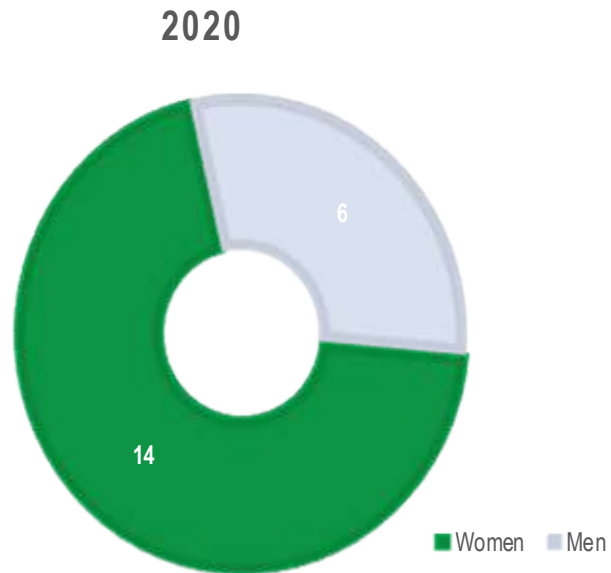
The **InPP is committed to maintaining a working environment which supports equal rights for all employees and is free from unlawful intimidation and harassment.** Employment decisions will be based only on merit, performance, and legitimate professional criteria. The InPP prohibits discrimination based on race, sex, genetic information, religion, age, gender identity, domestic violence victim status, marital/partnership status, unemployment status, pregnancy, colour, creed, national origin, disability, or sexual orientation, in the recruitment or treatment of employees, and in the operation of its activities and programs. Discrimination is defined as the adverse treatment of any employee based on the protected class or category of persons to whom she/he belongs, rather than based on her/his individual merit, with respect to the terms, conditions, or privileges of employment. Employment applicants are considered regarding their skills, education, performance, and other professional qualifications. Non-meritorious factors, such as age, race, colour, religion, sex, national origin, pregnancy, gender identity, sexual orientation, or the presence of a disability may not be considered.

## 2.4. INDICATORS RELATING TO THE ESTABLISHMENT PLAN

To carry out its mission, the InPP currently has a staff of 43 workers. Below are some indicators related to the situation of workers in the InPP, allowing to characterize the situation of men and women in the organization since their beginning of employment in the year 2020.

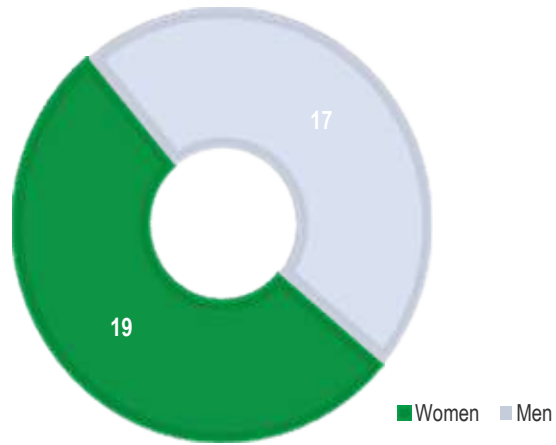


**GENDER EVOLUTION** |Relative distribution of men and women of InPP staff in December 2020, 2021, 2022 and in 2023.

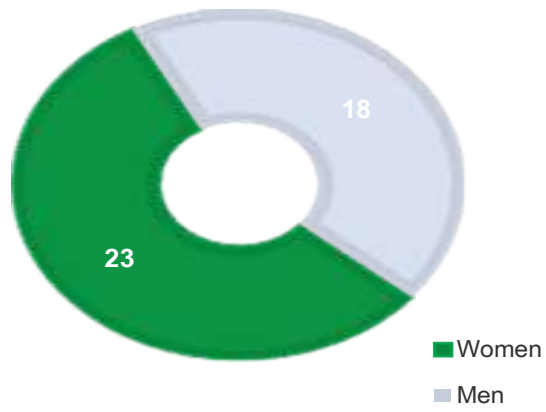




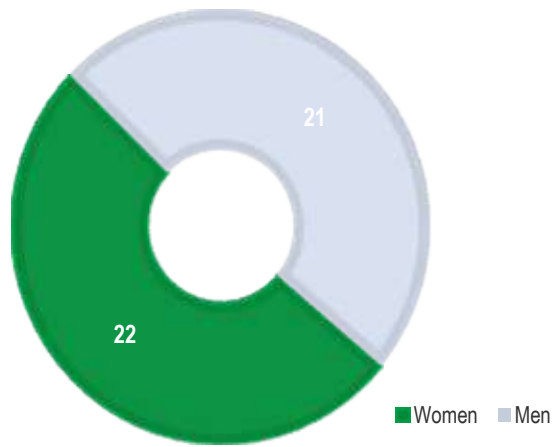
2021



2022

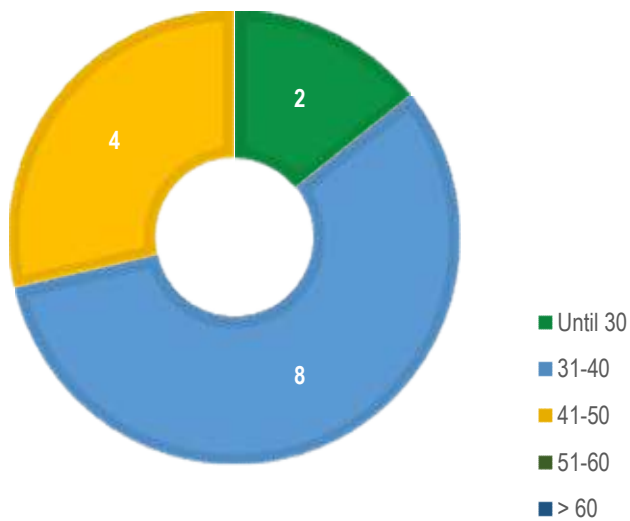


2023

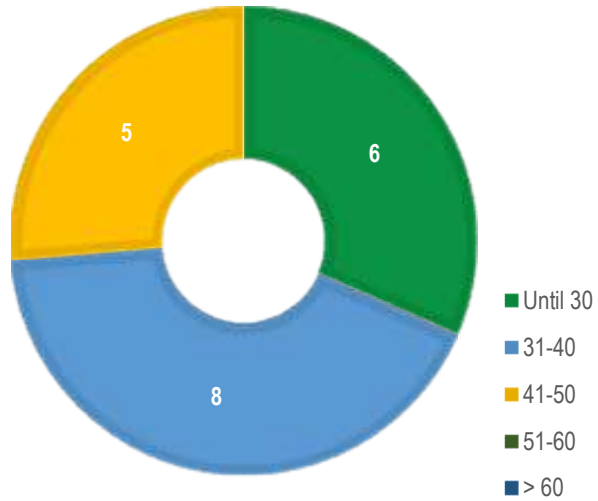


**GENDER DISTRIBUTION BY AGE** |Relative distribution of **women**, by age, of InPP staff in December 2020, 2021, 2022 and in 2023.

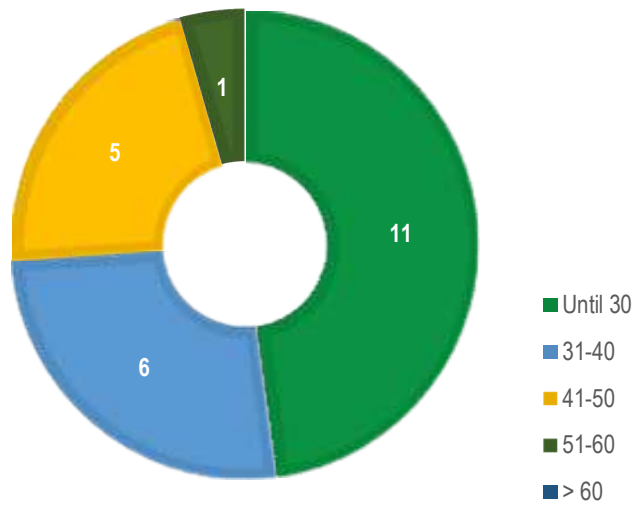
2020



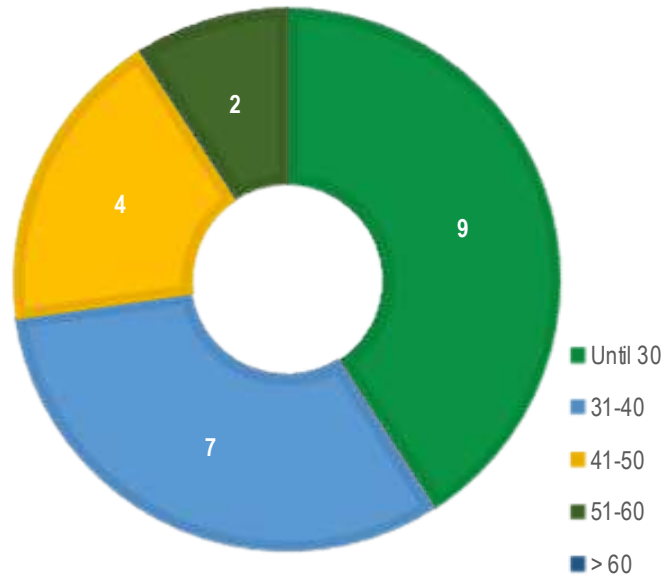
2021



2022

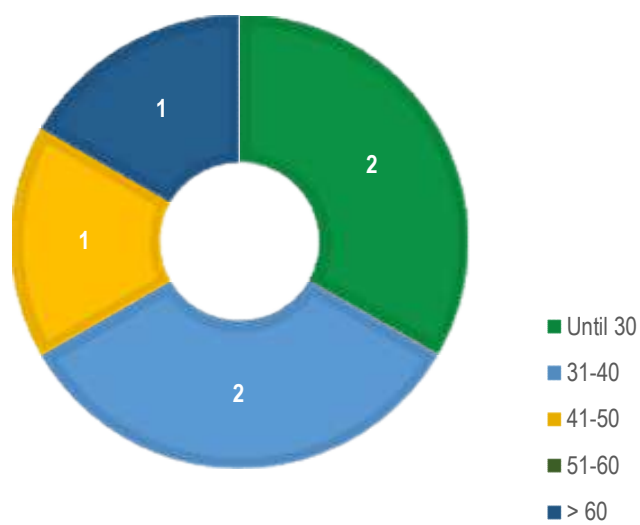


2023

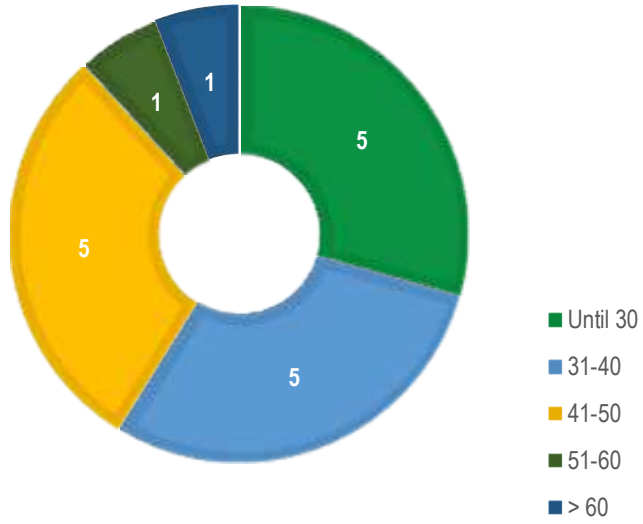


**GENDER DISTRIBUTION BY AGE** | Relative distribution of **men**, by age, of InPP staff in December 2020, 2021, 2022 and in 2023.

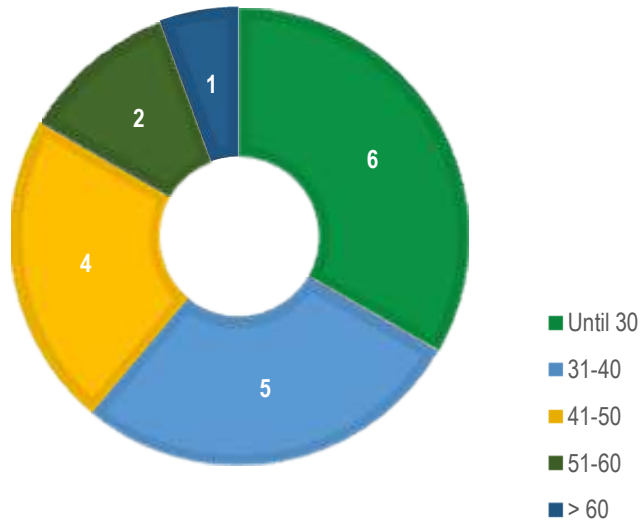
2020



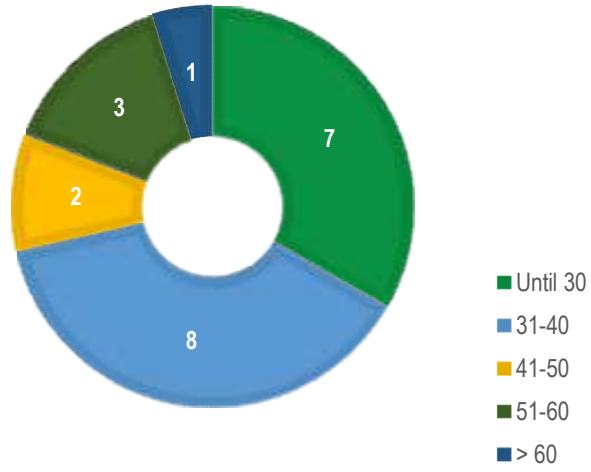
2021



2022

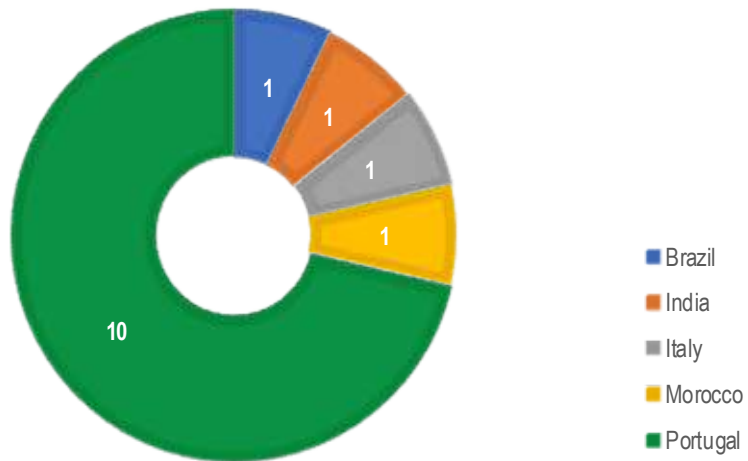


2023

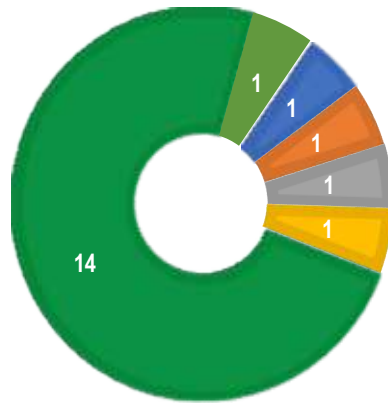


**GENDER DISTRIBUTION BY NATIONALITY** |Relative distribution of **women**, by nationality, of InPP staff in December 2020, 2021, 2022 and in 2023.

2020

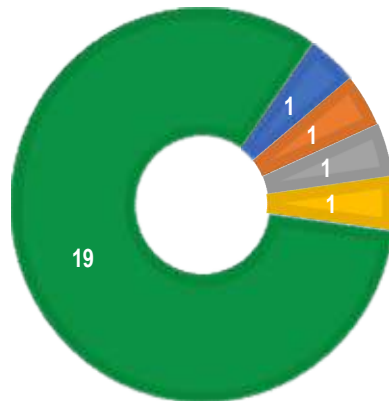


2021



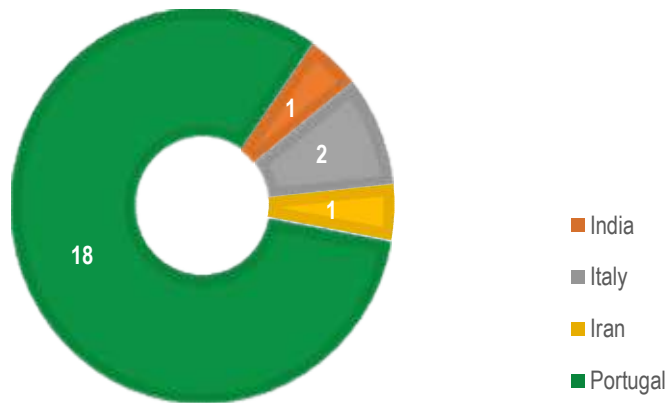
- Brazil
- India
- Italy
- Morocco
- Portugal
- Spain

2022



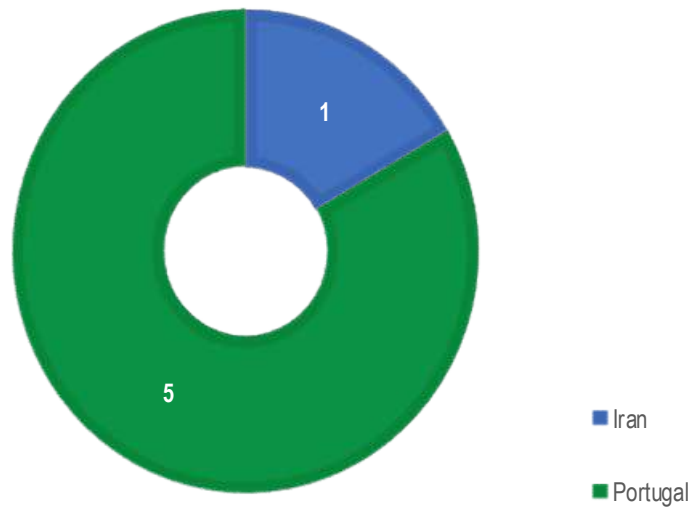
- Brazil
- India
- Italy
- Morocco
- Portugal

2023



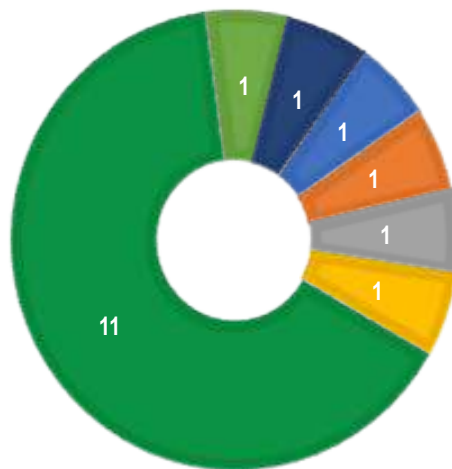
**Gender distribution by nationality** |Relative distribution of men, by nationality, of InPP staff in December 2020, 2021, 2022 and in 2023.

2020



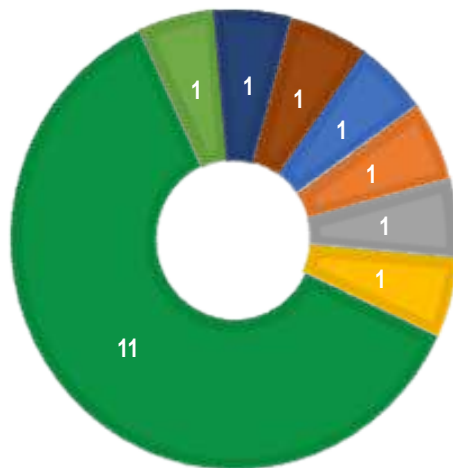


2021



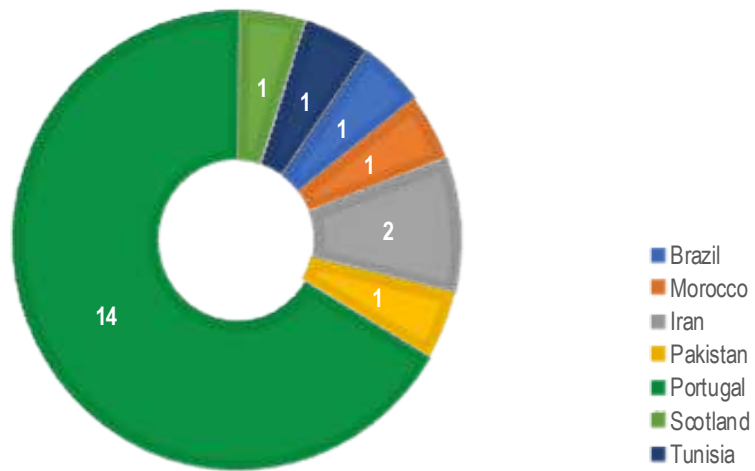
- Brazil
- Guatemala
- Iran
- Italy
- Portugal
- Romania
- Scotland

2022

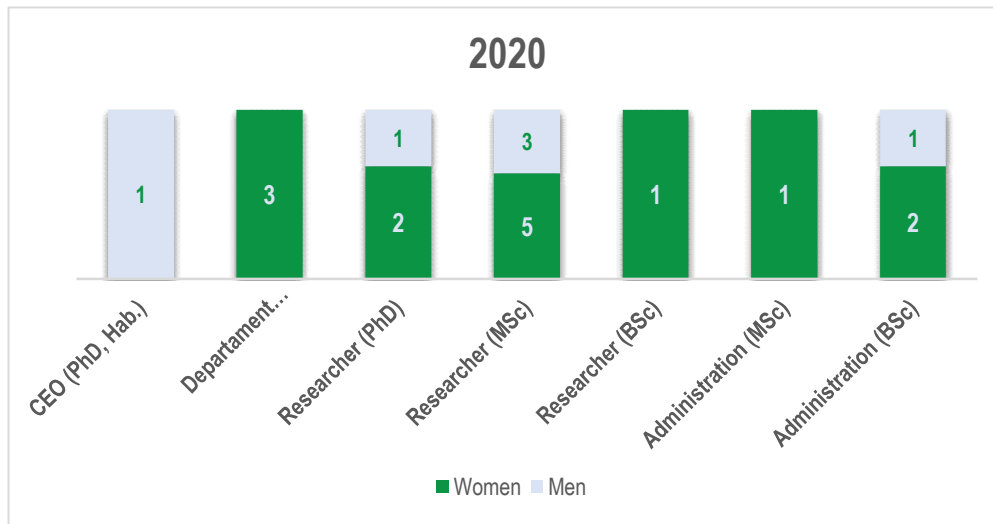


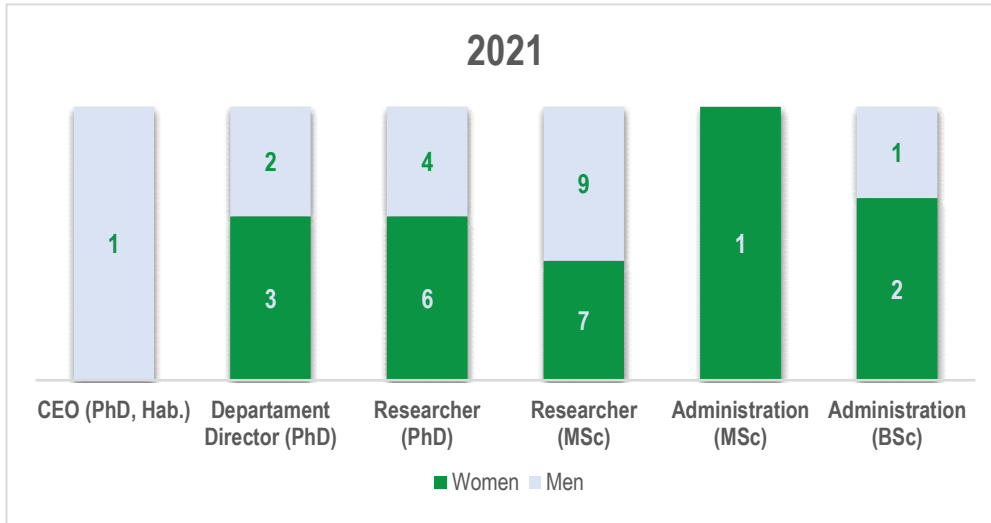
- Brazil
- Guatemala
- Iran
- Scotland
- Portugal
- Romania
- Spain
- India

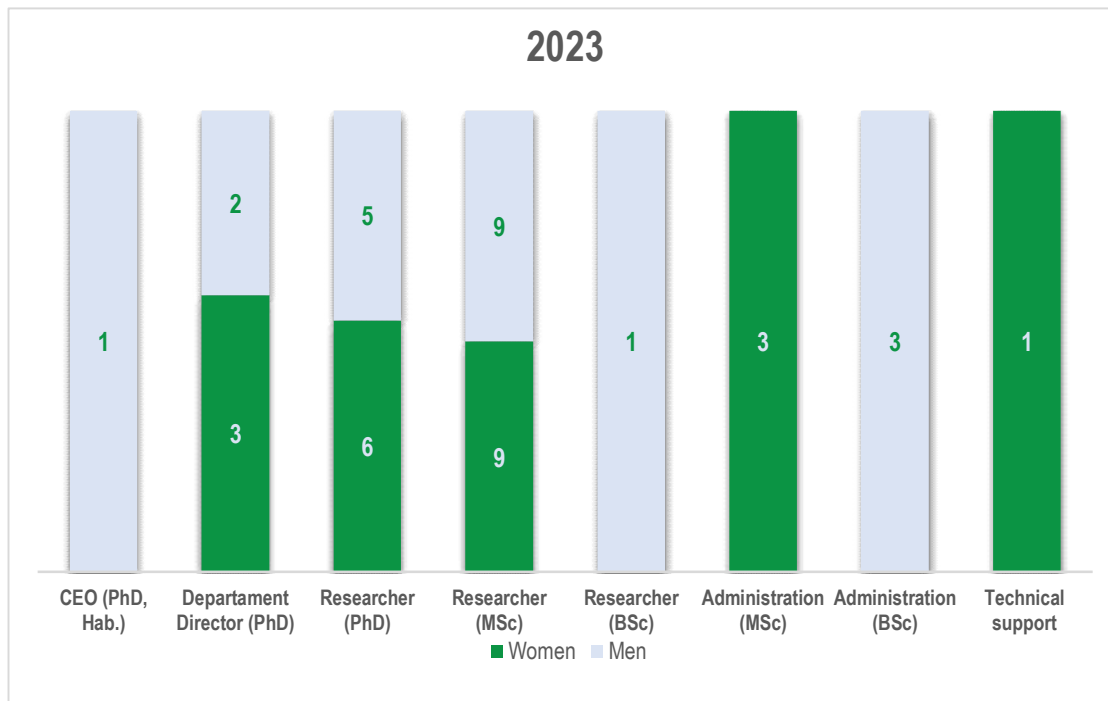
2023



**Gender distribution by functions** | Relative distribution of men and women, by functions of InPP staff in 2020, 2021, 2022 and in 2023







### **3. DIAGNOSIS OF PRACTICES IMPLEMENTED IN THE InPP PROMOTING GENDER EQUALITY**

The InPP, in general, incorporates, in its management practices, actions that contribute to gender equality in its different areas is a reality in the organization. In this sense, and to demonstrate its commitment to this theme, before the preparation of this Plan, an evaluation of the practices of the InPP was carried out using the "Diagnostic Support Matrix" provided by CITE - Comissão para a Igualdade no Trabalho e no Emprego [Committee on Equality at Work and Employment], in the Guidelines for Equality Plans:

[http://cite.gov.pt/asstscite/downloads/Planos\\_Igualdade\\_Guiao.pdf](http://cite.gov.pt/asstscite/downloads/Planos_Igualdade_Guiao.pdf)

Thus, for the set of mandatory areas/dimensions (included in Normative Order 18/2019), and other optional, the practices of the InPP in the field of Gender Equality (EQ) were analysed, verifying which areas of improvement to intervene. We present below each of the dimensions evaluated for a better understanding of the referential and the practices of the organization:

### **3.1. Strategy, mission, and values**

*Companies should incorporate gender equality principles into their mission and values and implement gender equality practices, based on a coherent strategy based on the recognition of equal social value between men and women and their status in society, with a view to balancing indicators. The analysis of this dimension makes it possible to assess whether the company's policy includes the incorporation of the principle of gender equality in its mission and its strategic values, thus considering gender equality in its organisational development.*

The InPP considers the principle of gender equality to be an essential condition for the development of its activity and therefore seeks to promote this principle by using inclusive language in all its official documents and not also using stereotyped or sexist images on your website and social networks.

### **3.2. Equal access to employment**

*This dimension makes it possible to know the human resources management policy, regarding the recruitment of selection (R&S) of workers, valuing equally skills, aspirations, needs and responsibilities of women and men. In this sense, R&S processes should be based on the principle of gender equality and non-discrimination, adopting the safeguard of the designation "M/F" in job offer advertisements, for example. It is also important that the entity encourages the candidacy and selection of men and women in professions/roles where one gender is under-represented. On the other hand, it is possible to assess whether, as a rule, the principle of parity between men and women is considered in the constitution of the selection teams. Finally, the entity shall maintain the information treated by gender for R&S processes developed in the last 5 years.*

InPP complies with legal and regulatory requirements in the design of R&S advertisements, bearing in mind the principle of gender equality and non-discrimination in access to employment. The people subject to the R&S processes obtained information about the function, value, and frequency of the consideration. During the trial period, the InPP respects the period of effective

performance of the contract, to assess the interest of its maintenance, ensuring health and safety conditions in the workplace.

### **3.3. Initial and continuing training**

*This dimension aims to address both the fields of education and training, with a view to encouraging men and women alike to learn along their path in the entity, making full use of their skills and competences. The entity shall bear in mind the principle of equality and non-discrimination between women and men when drawing up its training plans and they shall incorporate modules related to that theme. It is also possible to ascertain whether the company guarantees access for both kinds to the minimum number of hours of certified training established by law and whether it favours the participation of men or women in training for professions/functions in which one of the genders is under-represented.*

When drawing up its training plans, the InPP considers the principle of equal opportunities for workers in access to training, and actions are made available to all stakeholders. The InPP also meets the expectations and motivations of its workers regarding the increase of knowledge and skills development.

### **3.4. Equality in working conditions**

*Equality between men and women in the professional sphere must be a constant in the various components of work, particularly in terms of pay and career management processes. The objective of this dimension is to analyse whether the company contemplates equality and non-discrimination between men and women in its remuneration, promotion and progression policy equal pay for equal work or work of equal value, without discrimination based on gender; the existence of criteria for promotion and career advancement that ensure equal access to higher categories or hierarchical levels; and the possibility of equal career management for men and women.*

In this context, InPP is quite constrained by the circumstances of its recent creation in 2019 and beginning of hiring in 2020. In contracts, salaries are offered solely based on their skills and training, and gender is not considered in

any way in the determination of contractual salaries. We are planning at a Career Plan based on the principles of meritocracy as a basis for evaluation and career development, which aims to promote the principle of equality, without any discrimination based on gender. The implementation of the Career Plan shall be carried out in accordance with the following general principles:

- Recognition of the merit and potential of workers.
- Equal opportunities, avoiding discrimination in any form, encouraging professional development, valuing workers' skills and experience.
- Alignment between the goals and expectations of the workers and the strategic guidelines and objectives of the InPP.

The career development of each employee should be based on individual performance, experience, and merit, in accordance with the specific rules set out in those documents. The language used in this Plan does not contain any gender-based restriction, specification, or preference. Also, regarding performance evaluation, it is carried out based on objective criteria common to women and men, to exclude any discrimination based on gender and/or any penalty arising from the exercise of family responsibilities, skills and performance are recognised equally by women and men.

### **3.5. Protection in parenting**

*The protection of motherhood and fatherhood and the right to family care are an essential condition for promoting a balanced relationship between work and family life. In addition to the legally established mechanisms, it is important to ensure that organizational cultures have incorporated values that do not prevent the use of these rights and that company policies include incentives of various orders, addressed to fathers and mothers, as well as to whom he has relatives in his care. This dimension is intended to verify whether the company, as established by law, also regards the exercise of maternity and paternity rights by workers. It also seeks to establish the existence of maternity or paternity benefits in addition to those*

*provided for in the legislation, both at monetary level and during the period of leave.*

InPP considers, and treats, equally the exercise of maternity and paternity rights by its workers and workers, respecting the dispensation/absence from work, in the various situations provided by law, being present in the attendance regulation, of general access to workers by the intranet, information on legislation on the right to parenting. Under the protection of workers with children up to the age of three, the possibility of working from home is granted when duties allow, as well as flexibility of schedules and possibility of performing continuous working hours to workers with children up to 12 years, whatever their gender, and by free choice of each.

### **3.6. Reconciling work and family life**

This dimension can be divided into two categories which, by their importance, must be addressed separately:

#### **i. Organization of work**

*Flexible working arrangements are one of the most important indicators in reconciling work, personal and family life. Understanding the time and way of organizing work in compliance with the maximum daily and weekly legal limits as regulatory elements of the balance between work, family and personal life, this dimension addresses the way how the company considers and meets the needs of its people. It is sought to verify whether the company grants to all workers flexible forms of work organization, namely work from home, telework or work based on the achievement of objectives.*

InPP grants periods of absence to assist children and members of the household, under the terms provided by law, regardless of the worker's sex. InPP also grants, on its own initiative, the possibility of flexible working hours to all its workers and workers, and it has also been practical to approve teleworking to workers who request it, with a view to reconciling work, family, and personal life. All workers and workers of the InPP still have the possibility, in each quarter to enjoy ½ day of dispensation to deal with any personal matter, without need of justification. It is also granted the dispensation on the



anniversary day of workers. Where possible, training schedules shall be organised during normal working hours so that all workers can have time outside working hours.

## **ii. Direct benefits to workers**

*The reconciliation of work, family and personal life can be achieved through policies promoted by the company, directed directly at workers and/or their families. This dimension seeks to capture the existence of the various types of measures which, as benefits direct, contribute to this conciliation and to the well-being of those who work in the company. This dimension aims to identify measures aimed at work-family balance the personal life of those who experience special situations, such as single parents, with children with disabilities or chronic diseases, among other cases. It also aims to inventory the existence of services, activities/initiatives or other health and wellbeing promoting benefits.*

In this area of reconciling professional and personal life, the InPP allows workers to be able to accompany their children in the service if necessary.

## **3.7. Prevention of harassment at work**

The duty of respect for women and men in the workplace is guaranteed through attitudes and behaviour that do not undermine the dignity of workers by defining and implementing rules and mechanisms for this purpose. The aspects of this dimension aim to analyse the existence of ethical principles and standards that ensure this dignity and protect workers in the event of unwanted behaviour expressed in verbal form, non-verbal, physical, sexual, or otherwise.

InPP favours an organizational culture based on values and rules of ethics and conduct of non-discrimination, whatever, and no tolerance of any kind of harassment or intimidation, therefore respect for the dignity of women and men in the workplace is a priority. In this sense, InPP has established a Code of Conduct, which mirrors a set of working principles, which should guide the activity of its workers, as well as those holding the positions of the governing bodies of InPP, and of all those working for it. The code provides for the reporting of inappropriate conduct and the initiation of disciplinary proceedings

subject to disciplinary sanctions in the case of these behaviours be proven. This document was released throughout the InPP, through email sent to all workers, being also accessible to all on the intranet.

## 4. MEASURES TO BE IMPLEMENTED WITH A VIEW TO PROMOTING GENDER EQUALITY IN INPP

Depending on the diagnosis made, although the InPP has already implemented several actions in the field of Gender Equality, it is considered that some additional measures, some new (N), others only as reinforcement (R) of established practices.

### DIMENSION: Strategy, Mission, and Values

AXIS	Actions	Type (New: N or reinforcement: R)	Measures	Responsible / Focal point	Directions / Departments involved	Indicators	Goals
DIMENSION: Strategy, Mission, and Values	Providing information to workers on rights and duties in the field of equality and non-discrimination	R	Disseminate, in an appropriate and accessible place, information on the rights and duties of workers regarding gender equality and non-discrimination.	CEO / Human Resources	CEO / Human Resources / Communication	Evidence of the implementation	By the end of the first half of 2024
	Ensuring the implementation of the EQ Plan, its monitoring, monitoring and sustainability	N	Define and monitor gender equality strategic KPIs	CEO / Human Resources	CEO / All Departments	Evidence of KPI definition and tracking	KPI defined and monitored during the reference year
	Making InPP workers aware of the importance of EQ	N	Make known to workers the Plan for the EQ of the InPP	CEO / Human Resources	CEO / All Departments	Evidence of sharing the Plan with the entire InPP Team expressing the EQ principle in the InPP Code of Conduct	Until the end of 2024
		N	Organize an initiative with the entire InPP Team directed to the acceptance and promotion of EQ	CEO / Human Resources	CEO / All Departments	Evidence of the implementation of the initiative	Initiative to be carried out in 2024
	Publicly, internally and externally, InPP's commitment to the promotion of EQ	N	Make known to the outside the Plan for the EQ of the InPP	CEO / Human Resources	CEO / All Departments	Evidence of the inclusion of the EQ Plan in the InPP website	Until the end of 2024

		R	Systematically draft the InPP's strategic documents, such as the business plan, standards, and regulations, so that they include an inclusive language and present the data on human resources with gender breakdown.	CEO / Human Resources	CEO / All Departments	Systematic review of the texts of all regulations and strategic documents.	All contents produced during 2024
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### DIMENSION: Equal Access to Employment

AXIS	Actions	Type (New: N or reinforcement: R)	Measures	Responsible / Focal point	Directions / Departments involved	Indicators	Goals
DIMENSION: Equal Access to Employment	Ensuring equality and non-discrimination in access to employment	R	Create and implement an internal Recruitment & Selection that includes gender breakdown rules, according to the elements identified in the Portuguese Labor Code.	CEO / Human Resources	CEO / Human Resources	Evidence of the internal procedure created and implemented; Registration of R&S processes under the Portuguese Labor Code.	By the end of the first half of 2024
	Ensure an R&S process consistent with the principles of non-discrimination between men and women	R	Develop internal guidelines to ensure, where possible, fairness in gender representation in selection teams	CEO / Human Resources	CEO / Human Resources	Incorporate standard in the Recruitment and Selection procedure.	Until the end of 2024
		R	Include in the procedure recommendations for R&S teams to present to the Directors a shortlist of candidates balanced in terms of gender representation and ideally with more candidates of the least representative gender in the function in question, provided that suitable qualified candidates	CEO / Human Resources	CEO / Human Resources	Evidence shortlist according to recommendations	Internal procedure to be implemented in 2024

### DIMENSION: Initial and Continuing Training

AXIS	Actions	Type (New: N or reinforcement: R)	Measures	Responsible / Focal point	Directions / Departments involved	Indicators	Goals
DIMENSION: Initial and Continuing Training	Ensure that the InPP training plan promotes EQ	N	Include EQ themes in the InPP training plan to make the whole InPP Team aware of the theme	CEO / Human Resources	CEO / Human Resources	Evidence of EQ-promoting content in training programs and materials	Until the end of 2024

	Ensure that the training of Directors incorporates EQ	N	Include training modules from the InPP to increase management capacities for EQ, raising awareness of the EQ culture, including at times of performance assessment, salary review and career development, contributing to the absence of unconscious bias on these occasions.	CEO / Human Resources	CEO / Departments Directors	Evidence of existence of EQ promoter modules	Until the end of 2024
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### DIMENSION: Protection in Parenting

AXIS	Actions	Type (New: N or reinforcement: R)	Measures	Responsible / Focal point	Directions / Departments involved	Indicators	Goals
DIMENSION: Protection in Parenting	Protect and promote parenting policies	R	Monitor the return of workers and absentees for long periods on parental leave and ensure their reintegration into the team, facilitating access to training if necessary.	CEO / Human Resources	CEO / All Departments	Tracking records	Until the end of 2024

### DIMENSION: Reconciling work and family life

AXIS	Actions	Type (New: N or reinforcement: R)	Measures	Responsible / Focal point	Directions / Departments involved	Indicators	Goals
DIMENSION: Prevention of Harassment at Work	Promote the reconciliation of work with the family and personal lives of workers.	R	Further promote the approval of applications for teleworking to all workers who request it in a justified manner	CEO / Human Resources	CEO / Human Resources	Evidence of these decisions	Until the end of 2022
		R	Listening to workers to identify and implement other measures to help reconcile work and personal life	CEO / Human Resources	CEO / Human Resources	Short List with CEO Analysis Initiatives	Until the end of 2024

**DIMENSION: Prevention of Harassment at Work**

AXIS	Actions	Type (New: N or reinforcement: R)	Measures	Responsible / Focal point	Directions / Departments involved	Indicators	Goals
DIMENSION: Prevention of Harassment at Work	Prevent and combat harassment at work	R	Active promotion of culture and practices to combat harassment, discrimination, or intimidation through the implementation of a training and/or awareness-raising sessions, or the dissemination of documents about general interest.	CEO / Human Resources	CEO / All Departments	Evidence of the conduct of the character session training and/or awareness raising, or with disclosure of documents	Session held or documents shared and available on the intranet during 2024

**5. MONITORING/ EVALUATION OF THE PLAN**

The continuous monitoring and evaluation of the Plan are fundamental in its implementation process, allowing to measure the progress achieved and, if necessary, adjust. This work will be carried out by the "Working Group for Equality and Equity - EQ" which will be created for this purpose, being constituted according to a gender equitable representation and incorporating elements from different areas of the InPP, and that it will be responsible for the collection and analysis of data, with the aim of monitoring the progress indicators associated with each of the measures forming part of this Plan, proposing corrective measures as soon as it identifies any situation that warrants it.

This group should be formed and convened in person in the first quarter of 2024, at a date to be defined, to further analyse the various indicators defined in the Plan for each of the measures and identify possible needs for adjustments in case of deviations or improvement aspects.

This working group will produce a report that will demonstrate the monitoring of the state of implementation of the Plan, and it will also identify the deviations and adjustments to achieve the objectives assumed by the InPP under the EQ in 2024.



# INNOVPLANT PROTECT

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