

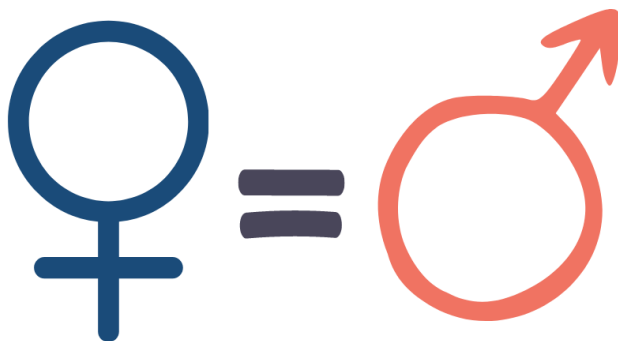


ASSOCIAÇÃO PORTUGUESA DE AGRICULTURA BIOLÓGICA

Desde 1985 – Pela Saúde da Terra e do Homem
8 800 Associados de Norte a Sul do País

GENDER EQUALITY PLAN

**AGROBIO – Portuguese Association of
Organic Farming**



2021-2025

INTRODUCTION

Although AGROBIO - Associação Portuguesa de Agricultura Biológica still has a small team of 5 male and 4 female employees, the Board of Directors decided to implement a Gender Equality Plan, as we consider that the adoption of equal opportunities policies is a way to optimize human resources and highlight our commitment to equal opportunities for women and men.

AGROBIO's Equality Plan goes beyond compliance with legal regulations, creating the necessary conditions to guarantee and give effect to the principle of equality and to strengthen the essential foundations for establishing relationships based on fairness, respect and co-responsibility.

The Equality Plan includes measures for internal and external communication with neutral (non-sexist) language, paying special attention to meeting this objective in the preparation of our materials, educational content and programs.

OBJECTIVES OF THE EQUALITY PLAN

The aim is for the Plan to be a realistic and concrete working guide that facilitates the implementation of measures at all times, as well as their monitoring and evaluation, especially in terms of human resources policy and the definition of our interventions and programs.

Specific objectives:

- Apply the principle of effective equality between men and women by reviewing and adapting all the entity's procedures and policies;
- Reduce imbalances in women's participation in decision-making and in the entity's governing bodies;
- Formalize the use of non-sexist communication in the Association and in all projects, programs and materials that we design and promote in our trainings and awareness raising actions.
- Disseminate, raise awareness and train the organization on gender equality.

DESTINATORS

This Equality Plan is intended for all staff of the entity and affects all persons who have a contractual relationship with our association. It is also intended for all persons who establish a cooperative/collaborative and/or voluntary partnership with us.

ACTION PLAN

The purpose of this Action Plan is to establish objectives and measures that the organization undertakes to develop and fulfill in order to guarantee equal opportunities between men and women, especially with regard to:

- The participation of the entity's women in strategic decision-making through access to decision-making positions or bodies;
- The promotion of women within the company;
- Generalization in the use of non-sexist language;
- Equality and gender perspective from a transversal perspective applied to intervention programs and projects involving associates or public and private bodies with whom we establish partnerships/agreements.

The measures that make up this Plan for the effective equality of men and women are as follows: Recruitment and selection of staff, Professional development, Communication through non-sexist language, Remuneration and reconciliation of personal and professional life.

RECRUITMENT AND SELECTION OF STAFF

- Recruitment and selection of women and men are accepted equally and only under objective and competence criteria;
- No personal questions are asked in the selection process;
- The selection team has a commitment to gender equality, sensitivity and ethical and technical awareness to ensure that selection processes are not discriminatory on the basis of gender;
- Gender is not included in staff application forms, nor is it taken into account when searching the recruitment database.

PROFESSIONAL DEVELOPMENT

- Ensure the implementation of training actions to incorporate equality in skills development, eliminating gender stereotypes;
- Training to integrate the gender perspective in intervention programs (intervention and coordination teams);
- Ensure the professional promotion of the organization's staff without any kind of discrimination based on gender.

COMMUNICATION - NON-SEXIST LANGUAGE

- Communicate internally and externally the association's commitment to equal opportunities based on gender;
- Implement the use of non-sexist communication throughout the entity, both with verbal and written language and with visual communication;
- Use non-sexist language in all the content of our materials, trainings, projects and promotion and awareness-raising actions.

REMUNERATION

- Ensure that equal pay is maintained in the work of the organization. The organization's remuneration policy is transparent and known by everyone in the organization.

RECONCILIATION OF PERSONAL AND PROFESSIONAL LIFE

The plan includes measures to reconcile employees' personal and professional lives, such as:

- The uneven distribution of the flexible working day;
- Adaptation of the professional situation for exceptional personal reasons (e.g. change of schedule or job due to care and illness of sons and daughters / recent widowhood / serious illness of a family member / family hospitalization ...);

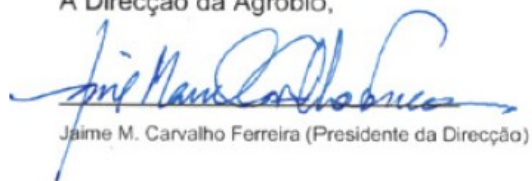
- Flexibility at work to care for a dependent family member;
- Teleworking: possibility to do part of the working day outside the office in case of request and implement the mixed regime whenever possible.
- Paid leave for prenatal examinations and childbirth preparation techniques, which must be done within the working day. This right can be enjoyed by both parents.

VALIDITY OF THE EQUALITY PLAN

The preparation and fulfillment of this Equal Opportunities Plan for men and women of AGROBIO - Associação Portuguesa de Agricultura Biológica will last for 4 years (2021-2025).

There is a firm commitment to comply with the Plan, through the updating and improvement of the objectives contemplated in the Plan, which will be monitored regularly by the person responsible for Human Resources and the results presented to the Management.

The Plan is made available to the public on AGROBIO's website (<https://agrobio.pt/>) and also at its headquarters in Lumiar (Lisbon) and is available for consultation by all members and anyone who requests it.

A Direcção da Agrobio,

Jaime M. Carvalho Ferreira (Presidente da Direcção)

President of the Board