

FoodVision23 Ltd

Gender Equality Plan (GEP)

2026 – 2029

A formal commitment to gender equality, diversity, and inclusion across all operations, research activities, and organisational culture at FoodVision23.

Approved and signed by:

Gabriele Casavecchia — CEO & Co-Founder

Nathalie Trinh — COO & Co-Founder

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This Gender Equality Plan fulfils the requirements set out by the European Commission under Horizon Europe and the EIC Accelerator programme, including the four mandatory process-related requirements and the five recommended thematic areas.

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1. Foreword and Commitment from Leadership

FoodVision23 Ltd is committed to building an organisation where gender equality, diversity, and inclusion are not aspirational goals but operational realities embedded in every aspect of our work. As a company co-founded by Gabriele Casavecchia and Nathalie Trinh, gender balance is part of our DNA from inception — our leadership team is 50% female at the highest executive level.

We recognise that the technology sector, and specifically artificial intelligence, has historically underrepresented women and non-binary individuals in technical, leadership, and decision-making roles. We are determined to be part of the solution. This Gender Equality Plan (GEP) sets out concrete commitments, measurable targets, and accountability mechanisms to ensure that FoodVision23 operates as an equitable, respectful, and inclusive workplace.

This plan is a formal, public document. It has been approved and signed by both co-founders and is published on the company's website (www.foodvision23.com). It will be reviewed annually, with progress reports shared with all staff and stakeholders.

2. Scope and Objectives

This GEP applies to all employees, contractors, consultants, interns, and collaborators of FoodVision23 Ltd, regardless of their location, contract type, or seniority level. It covers all operational, research, and commercial activities undertaken by the company.

Objectives:

- Achieve and maintain gender parity ($\geq 40\%$ of any gender) across all organisational levels by 2029
- Eliminate gender pay gaps through transparent compensation structures and annual audits
- Ensure that all recruitment, promotion, and performance evaluation processes are free from gender bias
- Integrate gender considerations into all R&D and innovation activities, particularly in AI development
- Foster an organisational culture that supports work-life balance and zero tolerance for harassment or discrimination
- Comply fully with EU Gender Equality requirements under Horizon Europe and the EIC Accelerator programme

3. Dedicated Resources for GEP Implementation

FoodVision23 commits dedicated human and financial resources to the implementation, monitoring, and continuous improvement of this Gender Equality Plan. The following resource commitments are in place:

Gender Equality Officer

Nathalie Trinh, COO & Co-Founder, serves as the designated Gender Equality Officer with direct responsibility for GEP implementation, monitoring, and reporting. This role includes authority to make operational decisions related to gender equality policies and direct access to the CEO and Board for escalation of issues.

Budget Allocation

- **Annual GEP budget:** Minimum €5,000 allocated annually for gender equality activities, training, external expertise, and monitoring tools. This allocation will scale proportionally as the company grows.
- **Training budget:** Dedicated line item within the HR budget for unconscious bias training, gender equality workshops, and leadership development programmes
- **External expertise:** Budget provision for engaging external gender equality consultants or advisors on an annual basis to review policies, provide training, and audit GEP implementation progress

Governance Structure

- Gender equality is a standing agenda item at quarterly leadership meetings
- Annual GEP review meeting involving all staff, with findings documented and published

- GEP implementation status reported in the company’s annual report

4. Data Collection, Monitoring, and Annual Reporting

FoodVision23 commits to systematic collection and analysis of sex/gender-disaggregated data across all organisational dimensions. This data forms the foundation for evidence-based policy-making and enables transparent annual reporting on gender equality progress.

Data Collection Framework

- **Personnel data (collected annually):** Gender breakdown by role, seniority level, department, contract type (permanent/fixed-term/contractor), and working arrangement (full-time/part-time/remote)
- **Recruitment data:** Gender distribution of applicants, shortlisted candidates, interviewees, and hires for each open position, tracked per recruitment cycle
- **Compensation data:** Gender pay gap analysis across all levels, including base salary, bonuses, equity compensation, and total remuneration
- **Career progression data:** Promotion rates, internal mobility, and access to professional development opportunities, disaggregated by gender
- **Training participation:** Attendance at gender equality training, unconscious bias workshops, and leadership development programmes, disaggregated by gender and role
- **Work-life balance indicators:** Uptake of flexible working arrangements, parental leave usage, and return-to-work rates, disaggregated by gender

Key Performance Indicators (KPIs)

Indicator	Baseline (2026)	Target (2029)
Gender ratio in overall workforce	To be established	≥40% any gender
Gender ratio in leadership/management	50% female (co-founders)	Maintain ≥40%
Gender ratio in technical/R&D roles	To be established	≥30% any gender
Gender pay gap (adjusted)	To be established	<3%
Unconscious bias training completion	0%	100% annually
Parental leave return rate	N/A	100%
Harassment complaints resolved <30 days	N/A	100%

Annual Reporting

A comprehensive Gender Equality Report will be produced annually, including all KPI data, trend analysis, identified gaps, and planned corrective actions. The report will be shared with all employees and made available to funding bodies and stakeholders upon request. The first baseline report will be produced within 6 months of GEP adoption.

5. Training and Awareness Raising

FoodVision23 recognises that achieving gender equality requires not only structural policies but also cultural transformation. Training and awareness-raising activities are essential to identifying and addressing unconscious gender biases that influence hiring decisions, performance evaluations, team dynamics, and product development.

Training Programme for All Staff

- **Unconscious bias training:** Mandatory annual training for all employees (including contractors and interns) covering the identification and mitigation of unconscious gender biases in the workplace. Delivered by qualified external trainers or through certified e-learning platforms.
- **Gender equality awareness sessions:** Annual company-wide session on the principles of gender equality, the objectives of the GEP, current progress, and each individual’s role in fostering an inclusive

environment.

- **Inclusive language and communication training:** Guidance on gender-inclusive language in internal communications, product documentation, marketing materials, and AI training data.

Training Programme for Decision-Makers and Managers

- **Bias-free recruitment training:** Mandatory training for all individuals involved in hiring decisions, covering structured interviewing techniques, gender-balanced shortlisting, and bias-aware evaluation criteria.
- **Inclusive leadership development:** Targeted training for managers and team leads on creating psychologically safe environments, managing diverse teams, and recognising gendered patterns in workload distribution, visibility assignments, and feedback.
- **GEP implementation briefing:** Annual briefing for all decision-makers on GEP targets, their responsibilities, and the monitoring framework.

Evidence and documentation: Training attendance records, curricula, trainer contracts, and participant feedback are documented and retained. These records are available for audit by the European Commission or relevant funding bodies upon request.

6. Work-Life Balance and Organisational Culture

FoodVision23 is committed to creating a workplace culture where all employees can balance their professional responsibilities with their personal lives, regardless of gender. We recognise that rigid working arrangements disproportionately affect women and caregivers, and we actively design our policies to counteract this.

Concrete Measures:

- **Flexible working arrangements:** All employees are entitled to flexible scheduling, including remote work, hybrid arrangements, and adjusted working hours. Flexibility is the default, not an exception.
- **Parental leave policy:** FoodVision23 offers parental leave to all parents regardless of gender, beyond statutory minimums where feasible. The company actively encourages fathers and non-birthing parents to take their full entitlement. Return-to-work support is provided, including phased re-entry and workload adjustment.
- **Caregiving support:** Employees with eldercare or other caregiving responsibilities are supported through flexible scheduling, emergency leave provisions, and access to external support resources.
- **Meeting culture:** Core meeting hours are set between 10:00 and 16:00 to accommodate diverse personal schedules. Meetings outside these hours require advance notice and mutual agreement.
- **No-penalty flexibility:** Use of flexible working arrangements does not negatively affect performance evaluations, promotion eligibility, or access to professional development opportunities.
- **Annual culture survey:** An anonymous organisational culture survey is conducted annually, including specific questions on work-life balance satisfaction, perceived fairness, and inclusivity. Results are disaggregated by gender and reported in the annual GEP review.

7. Gender Balance in Leadership and Decision-Making

FoodVision23 was co-founded by a gender-balanced leadership team: Gabriele Casavecchia (CEO) and Nathalie Trinh (COO). This foundational commitment to gender balance in decision-making extends to all levels of the organisation as it grows.

Concrete Measures and Targets:

- **Leadership target:** Maintain a minimum of 40% of any gender in the executive team, management roles, and advisory board positions at all times
- **Decision-making bodies:** All committees, project teams, and selection panels must include gender-balanced representation. Single-gender panels for hiring, promotion, or strategic decisions are not permitted.

- **Succession planning:** Gender balance is an explicit criterion in succession planning for all leadership and management positions
- **Board and advisory diversity:** As the company establishes a formal Board of Directors and expands its advisory board, gender balance ($\geq 40\%$ any gender) is a mandatory criterion for board composition
- **Visibility and representation:** The company ensures that women are equally represented as speakers at conferences, in media appearances, in investor presentations, and in public-facing content

8. Gender Equality in Recruitment and Career Progression

FoodVision23 commits to ensuring that all recruitment, selection, and career progression processes are designed to eliminate gender bias and promote equal opportunity.

Recruitment Measures:

- **Gender-neutral job descriptions:** All job postings are reviewed for gender-coded language using established tools and guidelines. Job requirements list only essential qualifications to avoid discouraging qualified candidates of any gender.
- **Diverse sourcing:** Active outreach to underrepresented groups in tech, including women-in-tech networks, diversity-focused job boards, and university programmes promoting women in AI and computer science
- **Structured interviews:** All interviews follow standardised, competency-based formats with predetermined evaluation criteria to minimise subjective bias
- **Balanced shortlists:** For all positions, hiring managers are required to present gender-balanced shortlists. If this is not achievable, the reason must be documented and additional sourcing efforts undertaken.
- **Blind CV review:** Where practicable, initial CV screening is conducted with names and gender indicators removed

Career Progression Measures:

- **Equal access to development:** All employees have equal access to training, mentoring, conference attendance, and professional development budgets, regardless of gender or working arrangement (full-time, part-time, remote)
- **Transparent promotion criteria:** Promotion criteria are published internally and based on objective, measurable competencies. Promotion decisions are reviewed for gender balance annually.
- **Mentoring programme:** A mentoring programme will be established as the company grows, with specific attention to supporting the career development of women in technical and leadership roles
- **Pay equity audits:** Annual compensation reviews are conducted to identify and correct any gender-based pay disparities. Results are reported in the annual GEP review.

9. Integration of the Gender Dimension into Research and/or Teaching Content

As an AI company developing voice technology and predictive analytics for the hospitality industry, FoodVision23 has a particular responsibility to ensure that its products, research activities, and all educational or training content do not perpetuate or amplify gender biases. The integration of the gender dimension into our R&D processes and teaching content is both an ethical obligation and a commercial advantage that strengthens the quality and inclusiveness of our innovation.

Gender Dimension in Research & Development:

- **AI bias auditing:** All AI models (including Emma's voice AI and the Predictive Digital Twin) are regularly audited for gender bias in training data, algorithmic outputs, and user interaction patterns. Identified biases are documented and corrected through retraining cycles with balanced datasets.
- **Inclusive voice AI design:** Emma's voice personas are designed to avoid reinforcing gender stereotypes. Voice options include diverse representations, and the default persona does not default to stereotypically

gendered roles. Research into voice AI perception across genders informs design choices.

- **Gender-disaggregated product analytics:** Product usage data and customer feedback are analysed through a gender lens to identify whether the platform's features, interface, and communication style serve all users equitably.
- **Research team diversity:** R&D project teams are composed with attention to gender balance, ensuring that diverse perspectives inform product design, data selection, and algorithmic decision-making.
- **Literature and best practices:** The R&D team regularly reviews current academic literature and industry best practices on gender in AI, responsible innovation, and inclusive technology design. Relevant findings are integrated into development guidelines and shared across the organisation.
- **Hospitality sector impact:** Given that the hospitality workforce is disproportionately female (approximately 55% in the EU), FoodVision23's products are designed with explicit attention to how automation affects gendered work patterns, ensuring that technology augments rather than displaces the roles held by women.

Gender Dimension in Teaching and Educational Content:

FoodVision23 produces a range of educational and training materials — including product documentation, customer onboarding guides, API developer documentation, webinar content, blog articles, and internal knowledge bases. All such content is subject to the following gender-integration measures:

- **Gender-inclusive language standards:** All written and visual teaching content (documentation, tutorials, help guides, marketing collateral) follows a gender-inclusive language guide. This includes the use of gender-neutral pronouns, avoidance of gendered assumptions about user roles (e.g., not assuming restaurant owners are male or receptionists are female), and balanced visual representation in imagery.
- **Diverse representation in examples and case studies:** Product demos, onboarding walkthroughs, case studies, and promotional content feature gender-balanced representation of business owners, operators, staff, and technology users. Stereotypical portrayals of gendered roles in hospitality are actively avoided.
- **Training content for customers:** Customer-facing training materials (how-to guides, video tutorials, onboarding webinars) are reviewed for implicit bias and updated to ensure accessibility and relevance to users of all genders.
- **Internal knowledge sharing:** Internal training and knowledge-sharing sessions on gender in AI, responsible innovation, and inclusive product design are conducted at least twice annually. Content is documented and archived for onboarding of new team members.
- **Conference and external content:** When FoodVision23 presents at conferences, publishes articles, or contributes to industry panels, gender-balanced speaker representation is ensured and gender dimensions of AI in hospitality are proactively addressed in the content.

10. Measures Against Gender-Based Violence and Sexual Harassment

FoodVision23 operates a strict zero-tolerance policy towards gender-based violence, sexual harassment, and any form of intimidation, bullying, or discrimination based on gender, gender identity, or sexual orientation. This policy applies to all work environments, including offices, remote work settings, company events, business travel, and online communications.

Policy Framework:

- **Clear definitions:** The company's Code of Conduct includes explicit definitions of sexual harassment, gender-based harassment, and gender-based violence, aligned with EU Directive 2006/54/EC and relevant Cypriot legislation
- **Confidential reporting mechanism:** A confidential reporting channel is available to all employees for reporting incidents of harassment or discrimination. Reports can be made anonymously. The reporting mechanism is communicated to all staff during onboarding and reinforced annually.
- **Investigation protocol:** All reports are investigated promptly (target: within 30 calendar days), fairly, and with due regard for the rights of all parties. Investigations are conducted by trained personnel or external investigators.

- **Protection from retaliation:** Employees who report incidents in good faith are protected from any form of retaliation. Retaliation is treated as a separate disciplinary offence.
- **Disciplinary consequences:** Substantiated cases of harassment or discrimination result in proportionate disciplinary action, up to and including termination of employment or contract.
- **Support for affected individuals:** Employees affected by harassment or violence are offered access to external counselling services, workplace adjustments, and ongoing support.
- **Prevention through training:** All employees receive annual training on recognising, preventing, and reporting gender-based harassment (as detailed in Section 5). Decision-makers receive additional training on their responsibilities under this policy.

11. Implementation Timeline and Review

Period	Actions
Q1 2026	GEP adopted and published; Gender Equality Officer appointed; baseline data collection initiated; employee communication launched
Q2 2026	First round of unconscious bias training for all staff; recruitment process review and update; reporting mechanism established
Q3 2026	Baseline GEP report produced (first data collection cycle); AI bias audit of Emma’s voice models; work-life balance survey
Q4 2026	Annual GEP review and progress report; KPI assessment; corrective action planning for identified gaps
2027	Second annual cycle: updated training, data collection, reporting; external audit of GEP implementation; policy refinements
2028–2029	Continued implementation, scaling policies with company growth; achievement of 2029 targets; comprehensive 3-year impact assessment

This GEP is a living document. It will be reviewed and updated annually based on monitoring data, employee feedback, regulatory changes, and evolving best practices. Material updates will be published on the company website and communicated to all staff.

12. Signatures

This Gender Equality Plan has been approved by the co-founders of FoodVision23 Ltd and constitutes a formal commitment of the organisation.



Gabriele Casavecchia

CEO & Co-Founder

Date: 1 January 2026



Nathalie Trinh

COO & Co-Founder

Date: 1 January 2026