



PCI-Via do Conhecimento
3830-352 Ílhavo
Portugal

Gender Equality Plan (GEP)

ALGAplus – Sustainable Seaweed Production

1. Introduction and context

ALGAplus is committed to promoting gender equality, diversity and inclusion across all its activities, recognising that fair and inclusive working environments are essential to innovation, sustainability and organisational excellence.

This **Gender Equality Plan (GEP)** defines the principles, objectives, measures and monitoring mechanisms adopted by ALGAplus to ensure equal opportunities for women and men, in line with European best practices.

2. Institutional commitment

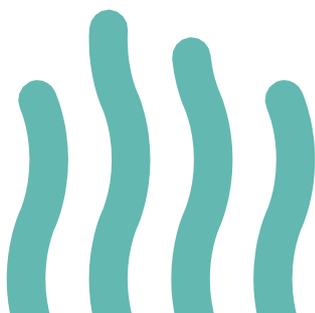
Management Commitment Statement

ALGAplus is committed to promoting gender equality, diversity and inclusion across all levels of the organisation. Since its foundation, the company has operated under principles of equal opportunity and merit-based recruitment, with no distinction based on gender. This commitment is reflected in the strong representation of women in management and highly qualified roles, as well as in the balanced gender composition of the workforce.

Through the adoption of this Gender Equality Plan, ALGAplus reaffirms its intention to maintain and further strengthen an inclusive, fair and respectful working environment. The management team takes full responsibility for the effective implementation, monitoring and continuous improvement of this plan.

3. Baseline assessment (initial situation)

ALGAplus is a small and medium-sized enterprise (SME) with a strong scientific, technical and innovation-driven profile, operating in the fields of aquaculture, biotechnology and sustainable food systems.



At the time of adoption of this Gender Equality Plan:

- **Management and leadership positions are predominantly held by women**, reflecting an inclusive and merit-based organisational culture;
- **Employees with higher education qualifications are mostly women**, particularly in scientific, technical and project management roles;
- The overall workforce shows a **balanced representation of genders** across operational and support functions;
- **No gender-based distinctions or barriers have existed since the company's foundation**, including in recruitment, remuneration, access to responsibilities or career development;
- Salaries are defined according to role, responsibilities and experience, with **no identified gender pay gap**.

This baseline assessment will be periodically updated through the systematic collection and review of gender-disaggregated data, proportionate to the size and structure of the company.

4. Areas of intervention and objectives

4.1. Work-life balance

Objective: To promote working conditions that support a healthy balance between professional, personal and family life.

Measures:

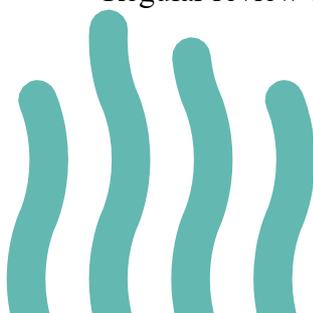
- Adoption of flexible working hours whenever compatible with operational needs;
- Promotion of work arrangements adapted to the nature of each role;
- Organisational culture that respects personal and family time.

4.2. Gender balance in leadership and decision-making

Objective: To ensure equal opportunities for access to coordination, management and decision-making roles.

Measures:

- Regular review of gender composition in leadership and decision-making positions;
 - Transparent criteria for the allocation of responsibilities and leadership roles;
 - Promotion of balanced representation of women and men in internal decision-making bodies and external representation.





PCI-Via do Conhecimento
3830-352 Ílhavo
Portugal

4.3. Equality in recruitment and career progression

Objective: To guarantee fair, transparent and merit-based recruitment and career development processes.

Measures:

- Use of gender-neutral language in job advertisements and internal communications;
- Objective and role-based criteria for the evaluation of candidates;
- Equal pay for equal work and equivalent responsibilities;
- Recognition of skills, performance and experience regardless of gender.

4.4. Integration of the gender dimension in research and innovation

Objective: To consider the gender dimension in research, development and innovation activities whenever relevant.

Measures:

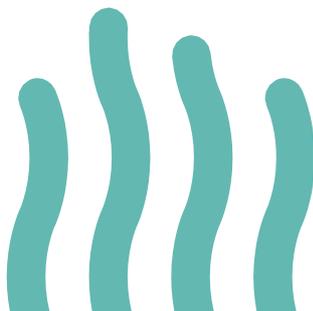
- Assessment of the relevance of the gender dimension in research and innovation projects;
- Integration of gender equality considerations in national and European funding applications;
- Awareness-raising among teams regarding gender aspects in the design of products, services and processes.

4.5. Prevention of harassment and gender-based discrimination

Objective: To ensure a safe, respectful and inclusive working environment, free from harassment and discrimination.

Measures:

- Zero-tolerance policy towards any form of harassment or gender-based discrimination;
- Definition of internal channels for reporting inappropriate behaviour;
- Confidential, fair and timely handling of reported situations;
- Internal awareness-raising on ethical conduct and respectful workplace behaviour.





PCI-Via do Conhecimento
3830-352 Ílhavo
Portugal

5. Implementation and responsibilities

The implementation of this Gender Equality Plan is the responsibility of ALGAplus management, with the involvement of all employees.

A designated internal contact person will be responsible for:

- Monitoring the implementation of the GEP.
- Collecting and reviewing relevant data.
- Supporting the periodic update of the plan.

6. Monitoring and indicators

Progress under this GEP will be assessed using indicators proportionate to the size and structure of the company, including:

- Gender distribution by role and function.
- Gender representation in management and coordination roles.
- Existence of gender pay gaps.
- Awareness-raising or training activities carried out.
- Reported and resolved cases related to harassment or discrimination.

The GEP will be reviewed at least every three years.

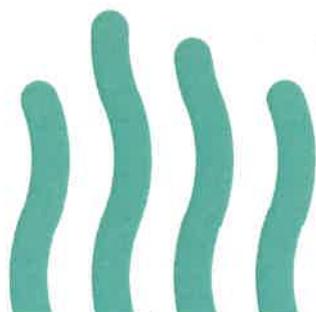
7. Dissemination and updates

This Gender Equality Plan will be:

- Made publicly available on the ALGAplus website.
- Reviewed and updated on a regular basis.
- Adapted whenever significant changes occur in the company's structure, size or activities.

Date: 23.01.2026

Approved by Management:




ALGAplus, SA
PCI - Parque de Ciência e Inovação
Via do Conhecimento, 3830-352 Ílhavo
Pt 509 650 171