

Gender Equality Plan (GEP)

AIGecko Technologies S.L. - LogMeal 2025-2027

This Gender Equality Plan is adopted by AIGecko Technologies S.L., the company operating under the LogMeal brand, as a formal public commitment to equal opportunities, fair treatment, inclusive working practices, and a workplace free from discrimination, harassment, and gender-based violence.

1. Scope and purpose

- This Plan applies to the whole company and covers recruitment, working conditions, compensation practices, career development, leadership opportunities, internal culture, and prevention of harassment.
- It is designed to provide a practical governance framework suitable for a private SME while aligning with the core process expectations commonly associated with Horizon Europe Gender Equality Plans.

2. Principles

- Equal opportunities and non-discrimination in access to employment, pay, development, and responsibilities.
- Merit-based recruitment and promotion supported by transparent criteria.
- Respectful, safe, and inclusive working environment for all staff, collaborators, candidates, interns, and contractors.
- Zero tolerance for sexual harassment, sexist conduct, retaliation, or gender-based violence.
- Reasonable support for work-life balance and responsible flexibility compatible with business needs.

3. Governance and responsibilities

- Top management approves this Plan, ensures it is published, and reviews implementation progress at least annually.
- The CEO or a delegated management representative acts as Plan owner and is responsible for coordinating implementation, record-keeping, and annual review.
- Managers involved in hiring, supervision, or performance decisions must apply the principles of this Plan consistently.
- All staff are expected to contribute to a respectful workplace and report inappropriate conduct through the internal escalation channel.

4. 2025-2027 objectives and measures

Area	Measures	Owner	Timing
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Recruitment and hiring	Use gender-neutral language in job descriptions; base selection on role-relevant criteria; document key hiring decisions; seek balanced candidate pipelines whenever feasible.	Management / Hiring leads	Immediate and ongoing
Career progression and leadership	Use transparent criteria for role growth, responsibilities, and promotions; review whether development opportunities are accessible fairly across the team.	Management	Annual review
Pay and working conditions	Review compensation bands and role consistency periodically to identify unjustified differences; correct material inconsistencies when detected.	Management / Finance	At least every 2 years
Work-life balance and culture	Support reasonable flexibility, schedule predictability where possible, and a meeting/workload culture that does not penalise caregiving responsibilities.	Management	Ongoing
Prevention of harassment	Maintain an internal reporting and escalation route; investigate concerns promptly and proportionately; protect confidentiality and prohibit retaliation.	Management	Immediate and ongoing
Training and awareness	Provide periodic awareness material or training for decision-makers and staff on equal treatment, respectful conduct, and unconscious bias.	Management	At least every 2 years

5. Data collection and monitoring

- The company will maintain sex/gender-disaggregated personnel data to the extent lawfully appropriate and proportionate for an SME environment, including headcount, hiring, departures, role distribution, and management representation.
- A brief internal review will be performed at least every two years using simple indicators such as workforce composition, candidate pipeline balance where available, promotions, and salary-band consistency.
- Where data volumes are very small and could compromise confidentiality or statistical meaning, the company may use aggregated or qualitative review instead of publishing granular figures.

6. Reporting channel and anti-retaliation

- Any employee or collaborator may raise a concern relating to discrimination, harassment, sexist conduct, or retaliation with management through a confidential internal channel designated by the company.
- Reports will be handled seriously, impartially, and as confidentially as possible. Retaliation against a person who raises a concern in good faith is prohibited.

7. Publication, review and validity

- This document is published on the company website/blog as the organisation's formal Gender Equality Plan.
- The Plan enters into force on the date of signature and remains valid until replaced or updated.
- A formal review will take place no later than 24 months after adoption, or earlier if there is material organisational change.

8. Adoption

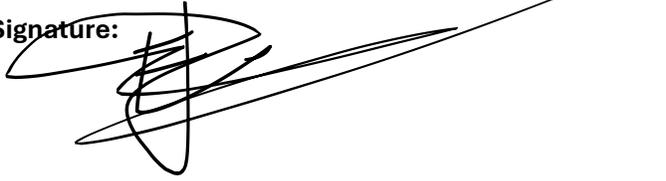
Approved by: Eric

Name and title: CEO

For and on behalf of AIGecko Technologies S.L. (LogMeal)

Date: 31 /12 / 2025

Signature:

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.