

## **Gender Equality Plan (GEP)**

LusoVU is committed to fostering a diverse, inclusive, and equitable work environment. Our Gender Equality Plan (GEP) outlines our commitment to promoting gender equality across all levels of our organization. This document is publicly accessible on our website and is endorsed by our top management, reflecting our dedication to integrating gender equality into our core values and operations.

### **1. Publication**

LusoVU's Gender Equality Plan is a formal document available on our institutional website. It has been signed and approved by the top management, underlining our organizational commitment to gender equality. This public declaration ensures transparency and accountability, setting the foundation for ongoing efforts to advance gender equality within our company.

### **2. Dedicated Resources**

To effectively implement and sustain our Gender Equality Plan, LusoVU has named a Gender Equality Officer – its Chief Strategy Officer. This officer is responsible for overseeing the GEP's execution, coordinating with various departments, and ensuring that gender equality is embedded in all organizational processes.

### **3. Data Collection and Monitoring**

LusoVU is committed to collecting and monitoring sex/gender-disaggregated data on our personnel. This data will be used to assess the gender balance within the company and to inform future actions. Annual reporting based on key indicators will be conducted to track progress and identify areas for improvement. This ongoing evaluation will enable us to make data-driven decisions and adjustments to our gender equality strategies.

### **4. Training**

We will provide regular awareness-raising sessions and training on gender equality and unconscious bias for all staff and decision-makers at LusoVU. These trainings are designed to foster a deeper understanding of gender issues, challenge stereotypes, and promote a culture of inclusion. By educating our workforce, we aim to eliminate unconscious biases and ensure that gender equality is actively pursued in everyday operations and decision-making processes.

### **5. Work-Life Balance and Organizational Culture**

LusoVU recognizes the importance of work-life balance as a cornerstone of gender equality. We are committed to creating a flexible and supportive work environment that accommodates the needs of all employees, regardless of gender. This includes offering flexible working hours, remote work options, and parental leave policies that encourage shared responsibilities at home. Our organizational culture will be continuously assessed and shaped to promote inclusivity and respect for all genders.

### **6. Gender Balance in Leadership and Decision-Making**

Achieving gender balance in leadership and decision-making roles is a priority for LusoVU. We will ensure that decision-making processes within the company are inclusive, transparent, and consider diverse perspectives. By actively promoting gender diversity in leadership, we aim to create a more balanced and innovative organization.

## **7. Gender Equality in Recruitment and Career Progression**

LusoVU is committed to ensuring that our recruitment and career progression processes are free from gender bias. We will review and revise our hiring practices to attract a diverse pool of candidates and ensure fair treatment in promotions and career development opportunities.

## **8. Integration of the Gender Dimension into Research and Product Development**

We integrate a gender perspective into our research and product development processes. This means considering the different needs and experiences of all genders in the design and development of our products, including our HIDO smartglasses. By doing so, we aim to create products that are more inclusive and better serve a diverse user base.

## **9. Measures Against Gender-Based Violence and Harassment**

LusoVU implements strict measures to prevent and address gender-based violence, including sexual harassment. A zero-tolerance policy is enforced.

## **Conclusion**

LusoVU's Gender Equality Plan is a living document that will evolve as we progress towards our goals. We are dedicated to building a workplace that values diversity, promotes equality, and supports the well-being of all employees, regardless of gender. Through the implementation of this GEP, LusoVU aims to lead by example and contribute to a more equitable future in the tech industry.