

## *Qualiseg Gender Equality Statement of Commitment*

With this letter, *Qualiseg*'s chairman, Manuel Carrasqueira, states that *Qualiseg* is committed to promote and guarantee gender equality in all its activities.

*Qualiseg* has adopted a Gender Equality Plan (GEP), that aims further strengthening gender equality within the company, in accordance with the Portuguese legal framework and the Gender Equality Strategy promoted by the European Commission, thus ensuring a culture which enables women and men equal opportunities at the organization.

*Qualiseg* defined 8 key priority areas to be safeguarded and ensure:

- ✓ Gender sensitive data collection, access and processing;
- ✓ Gender biases and stereotypes;
- ✓ Work Balance Life – Conciliation of work and personal life;
- ✓ Gender equality to institutional structure;
- ✓ Gender leadership and decision making;
- ✓ Gender in recruitment, retention and career progression;
- ✓ Gender dimension in curricula and research;
- ✓ Gender based violence, including sexual harassment;

Despite some of them being already implemented, audit and verification actions were created to guarantee the sustainability and the compliance of practices, and to identify improvement opportunities.

Overall gender equality is part of *Qualiseg* values in implicit ways through the idea of open society, diversity, tolerance, and equal opportunities. With our continued efforts, we believe we contribute to a gender-equal society build upon diversity and inclusion.

Caparica, 1 July 2022

Manuel Carrasqueira  
Chairman