

Gender Equality Policy

At CITAIID – CENTRE FOR IMMERSIVE TECHNOLOGIES & AI DEVELOPMENT, LDA (also referred to as Braining), we are deeply committed to advancing gender equality in all aspects of our organization. Guided by the core principles of fairness, respect, and equal opportunity, our gender equality policy outlines our dedication to creating a workplace where all individuals can thrive without barriers. While aligned with the European Commission’s Roadmap for Women’s Rights (2025), we apply its principles to promote gender equality for all genders, recognizing that equality is essential to both organizational success and social responsibility.

This policy reflects our firm belief in the fundamental rights of all individuals, fostering an environment where gender bias, discrimination, and violence are actively prevented. We are committed to integrating gender equality principles into all aspects of our operations, leadership, and culture, and we will continuously evaluate our progress through workforce monitoring and measurable actions to ensure we remain a beacon in promoting gender equality within our organization and across the wider community.

1. Purpose

This policy sets out BRAINING's commitment to ensuring gender equality in all aspects of employment. The organisation recognises its legal obligations under European Union law, including Directive 2006/54/EC on equal opportunities and equal treatment of men and women in matters of employment and occupation, Directive 2019/1158 on work-life balance for parents and carers, and relevant national legislation.

The objective of this policy is to eliminate discrimination on the grounds of gender, promote equal treatment, and establish mechanisms to monitor, report, and continuously improve gender equality within the organisation.

2. Scope

This policy applies to all employees, job applicants, contractors, consultants, interns, and board members of BRAINING. It covers all aspects of employment including recruitment, selection, pay, promotion, training, work allocation, parental leave, flexible working, and termination of employment.

3. Principles and Commitments

Braining commits to the following:

- **Non-Discrimination:** Ensuring that no employee or applicant is treated less favourably because of gender.
- **Equal Pay for Equal Work:** Conducting regular gender pay audits and taking corrective measures to eliminate unjustified disparities.
- **Recruitment and Promotion:** Implementing transparent processes free from gender bias, including balanced shortlists where feasible.
- **Work-Life Balance:** Providing parental leave, flexible working arrangements, and family-friendly policies without negative impact on career progression.
- **Training and Development:** Guaranteeing equal access to professional development, mentoring, and leadership opportunities.

- **Safe Working Environment:** Enforcing a zero-tolerance approach to harassment, bullying, and gender-based violence, including psychological safety. Complaints will be investigated promptly, confidentially, and fairly.
- **Support for Victims of Gender-Based Violence:** Offering appropriate workplace adjustments, such as leave, flexible scheduling, or modified duties.

4. Responsibilities

- **The Board of Directors and the Chief Gender Equality Officer** are responsible for ensuring strategic oversight and adequate resources to implement this policy.
- **Managers** are responsible for applying this policy in their teams, addressing breaches, and supporting equality initiatives.
- **Employees** are responsible for upholding the principles of equality, reporting concerns, and refraining from conduct that undermines gender equality.

5. Grievance and Disciplinary Procedures

- Any employee who believes they have been subject to gender discrimination, harassment, or unequal treatment may raise a grievance through the organisation's grievance procedure.
- All complaints will be treated seriously, investigated promptly, confidentially, and fairly. If the accused is the CGEO, a Board member, or a manager in their reporting line, an independent investigator will handle the case.
- Disciplinary action, up to and including dismissal, may be taken against individuals who breach this policy.
- Employees may report concerns confidentially or via anonymous channels.

6. Monitoring and Review

- BRAINING will collect and monitor workforce data, including recruitment, promotions, pay levels, and retention, to identify gender-related patterns. Actions will be taken to address any disparities.
- The policy will be reviewed annually, or sooner if required by changes in law or organisational practice.
- Progress reports may be shared with employees, investors, and regulatory authorities as appropriate.

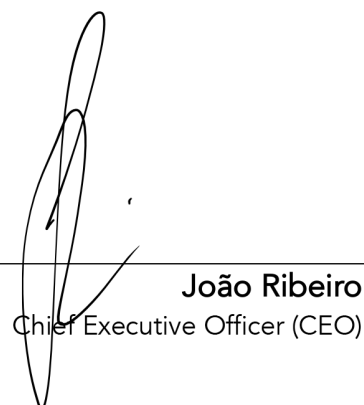
7. Legal Compliance

This policy is intended to comply with applicable European and national equality legislation. Where local laws provide stronger protections than those contained herein, BRAINING will apply the higher standard.

This policy reflects BRAINING'S ongoing commitment to fostering a fair, respectful, and inclusive workplace. All employees are expected to uphold these principles in their daily work.



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