

# Kasvu Labs Gender Equality Plan (GEP)

**Organization:** Kasvu Labs Oy (Finland) & Kasvu Labs Pte Ltd (Singapore)

**Date of Adoption:** May 28, 2026

**Validity Period:** 2026–2028

## 1. Introduction and Commitment

Kasvu Labs is committed to fostering an inclusive, diverse, and equitable workplace. We recognize that gender equality is essential not only as a fundamental human right but also as a driver of innovation, creativity, and excellence in our research and corporate operations.

This Gender Equality Plan (GEP) outlines our strategic commitment to promoting gender equality across our organization, ensuring compliance with the European Commission's Horizon Europe eligibility criteria. This document has been formally adopted by the top management of Kasvu Labs.

## 2. Mandatory Process-Related Requirements

Kasvu Labs fulfills the four mandatory building blocks required by Horizon Europe:

### 2.1 Public Document

This GEP is a formal document, signed by the Chief Executive Officer, and published on our official website (<https://kasvulabs.com/>). It is communicated to all staff and is publicly accessible to demonstrate our commitment to transparency and equality.

### 2.2 Dedicated Resources

Kasvu Labs commits both human and financial resources to implement this plan. We have designated a Gender Equality Officer from our internal team who is responsible for monitoring the implementation of the GEP, organizing training, and reporting on progress. Appropriate working time and budget are allocated to support these activities.

### 2.3 Data Collection and Monitoring

We are committed to collecting and monitoring sex/gender-disaggregated data on our personnel. **Current Baseline (May 2026):** Kasvu Labs currently employs a total of 15 personnel (including employees and contractors across our Finland and Singapore operations). The current gender distribution is:

- **Women:** 5 (33.3%)

- **Men:** 10 (66.7%)

This data will be updated and reported internally to management at least every two years to track our progress and identify areas for improvement.

## 2.4 Training and Capacity Building

Kasvu Labs is committed to raising awareness and building capacity regarding gender equality. We will organize mandatory training sessions on gender equality and unconscious bias for all staff members, including the top management and decision-makers. These sessions will be documented to ensure continuous learning and compliance.

## 3. Recommended Thematic Areas

In addition to the mandatory processes, Kasvu Labs is committed to advancing gender equality across the following thematic areas:

### 3.1 Work-Life Balance and Organisational Culture

We support a healthy work-life balance through flexible working arrangements and respect for parental and care-related leaves. We strive to maintain an organizational culture where all employees feel valued and supported, regardless of their gender.

### 3.2 Gender Balance in Leadership and Decision-Making

Kasvu Labs aims to promote gender balance within our leadership team. We are committed to ensuring that decision-making processes are transparent and that opportunities for leadership roles are accessible to all genders without bias.

### 3.3 Gender Equality in Recruitment and Career Progression

We are committed to unbiased recruitment and promotion processes. Our hiring practices are designed to attract diverse talent, and we actively monitor our internal policies—including our EU Pay Transparency Directive compliance assessments—to ensure equal pay for equal work and fair career progression.

### 3.4 Integration of the Gender Dimension into Research and Content

As an organization involved in research and innovation, we recognize the importance of integrating a gender dimension into our work. We encourage our teams to consider sex and gender analysis in project design and product development to ensure our solutions serve diverse user needs.

### 3.5 Measures Against Gender-Based Violence, including Sexual Harassment

Kasvu Labs has a zero-tolerance policy towards any form of gender-based violence, discrimination, or sexual harassment. We maintain clear internal reporting mechanisms (supported by our Occupational Health Action Plans) to ensure that any incidents are addressed swiftly and safely, providing support to those affected.

## 4. Endorsement and Signature

This Gender Equality Plan has been reviewed and formally adopted by the top management of Kasvu Labs.

**Signature:**



Fernando Leon (Jun 2, 2026 12:11:14 GMT+3)

---

**Name:** Fernando Leon

**Title:** Chief Executive Officer

**Date:** 02/06/2026

**Organization:** Kasvu Labs Oy / Kasvu Labs Pte Ltd