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1. Introduction & Purpose

Bo is committed to fostering gender equality across all aspects of its operations, from governance and digital product development to community engagement and stakeholder partnerships. This Gender Equality Plan outlines Bo's strategic commitment to identifying and removing gender-based barriers while ensuring that gender diversity and inclusivity are embedded into Bo's internal policies, services, and impact goals.

Bo's approach follows the European Commission's requirements for Horizon Europe and other EU-funded initiatives and is informed by best practices in the technology, agri-food, and social innovation sectors.

2. Legal and Policy Framework

This GEP complies with:

- EU Gender Equality Strategy 2020–2025
- European Research Area (ERA) guidelines
- Horizon Europe eligibility criteria
- Relevant national labour and anti-discrimination laws
- UN Sustainable Development Goal 5: Gender Equality

3. Key Pillars of Bo's Gender Equality Plan

A. Work-life balance and organizational culture

- Bo offers flexible working hours and remote work policies to support caregivers and employees with dependents
- Internal culture promotes respect, inclusion, and equal participation across all levels and functions
- Regular workshops on unconscious bias, inclusive leadership, and workplace diversity are part of onboarding and ongoing staff development.

 B. Gender balance in leadership and decision-making

- Bo aims to maintain a minimum 40% representation of each gender in executive, management, and advisory roles
- Selection panels and decision-making boards are gender-diverse ● Gender parity is monitored during recruitment and promotion processes.

C. Gender equality in recruitment and career progression

- All job postings use gender-neutral language and are promoted on platforms that reach underrepresented groups
- Internal promotions and career development paths are audited to detect any gender-based bias
- Mentoring and peer-support networks will be offered to support women and underrepresented genders in leadership and technical roles.

D. Measures against gender-based violence and harassment

- Bo enforces a zero-tolerance policy against any form of discrimination, harassment, or gender-based violence
- A confidential reporting system is in place, with clear procedures for investigation and resolution
- Annual reviews ensure the policy remains compliant and effective.

4. Monitoring, Accountability & Resources

- A Gender Equality Officer (or equivalent role) will coordinate the implementation and revision of this plan
- Bo's leadership will allocate dedicated resources (financial and human) to gender equality objectives
- Key indicators (e.g. gender pay gap, leadership representation, recruitment ratios) will be tracked and published annually in a Gender Equality Progress Report.

5. Continuous Improvement & Stakeholder Engagement

- This plan is a living document, reviewed annually and revised as needed based on data, staff input, and legal updates
- Bo will work with local producers, public institutions, and consumers to promote gender inclusivity in the rural economy, particularly in traditionally male- or female-dominated sectors
- Bo promotes gender equality not only internally, but also through its SaaS tools, outreach campaigns, and capacity-building efforts with rural stakeholders.