

Gender Equality Plan (GEP)

Alltech Fennoaqua Ltd. | 2026–2028

Commitment

Alltech Fennoaqua is committed to fostering an inclusive, respectful, and fair workplace where all employees have equal opportunities regardless of gender. We recognize that diversity strengthens innovation, performance, and sustainability.

Objectives

- Improve balanced gender representation across all levels, including leadership and technical roles
- Ensure equitable, transparent, and merit-based compensation
- Promote equal access to recruitment, development, and career advancement

Key Actions

- Apply inclusive, gender-neutral language and structured selection processes in recruitment
- Conduct regular internal reviews of compensation practices
- Ensure equal access to training, development, and career progression
- Promote an inclusive workplace culture through awareness and clear reporting channels
- Support flexible and equal working arrangements

Monitoring & Governance

Progress is reviewed annually through workforce data, recruitment outcomes, pay reviews, and employee feedback. Management holds overall accountability, supported by HR and leadership in implementation and follow-up.

Continuous Improvement

This plan is reviewed annually and updated in line with organizational needs, EU requirements, and best practices.

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