



opportunity from complexity

# Official Gender Equality Plan

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**2024**

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## Executive Summary

Cardo AI is dedicated to fostering an environment where gender equality is embedded in our culture, principles and business strategy. This Gender Equality Plan (GEP) outlines our intentional approach to ensure equal opportunities for all employees, regardless of gender, and demonstrates our commitment to create a diverse, inclusive, and equitable workplace.

### 1. Introduction

Cardo AI believes that gender equality is fundamental to achieving excellence in innovation, customer service, and employee satisfaction. Gender diversity brings different perspectives, ways of working and increases our contribution to the fintech community. As a forward-thinking organization, we are committed to implementing practices that promote gender diversity and inclusion, recognizing the value they bring to our company and the broader community.

### 2. Objectives

The primary objectives of our GEP are to:

- Close gender gaps in leadership and technical roles.
- Achieve and maintain pay equity across the organization.
- Foster an inclusive culture that supports diversity and promotes equality.
- Enhance recruitment, retention, and professional development opportunities for women and other scenario-specific underrepresented genders.

### 3. Leadership and Talent Development

To advance women into leadership positions, Cardo AI will:

- Establish a Leadership Development Program specifically designed to identify, nurture, and promote female talent within our ranks.
- Implement promotional initiatives to ensure that high-potential female employees receive the support and exposure necessary to overcome gender-specific barriers to career advancement.

### 4. Equal Pay and Gender Pay Parity

Cardo AI is committed to:

- Conducting annual pay equity audits to proactively identify and address any disparities, ensuring fairness and transparency in compensation practices.
- Monitoring all decisions regarding compensation to ensure that there are no discrepancies between individuals with similar roles, responsibilities, scope and impact, regardless of their gender;
- Sharing the outcomes of these audits with our Board of Directors, reinforcing our commitment to accountability and equitable pay for everyone.

## 5. Inclusive Culture and Anti-sexual Harassment Policies

Our approach to fostering an inclusive culture includes:

- Mandating a safe and respectful working environment for all company members, clearly laid out in our Employee Handbook.
- Encouraging open and honest discussions on diversity and inclusion, using insights from these dialogues to inform and enhance our policies, benefits, and programs.
- Create processes that foster psychological safety, building an environment where employees are comfortable and encouraged to share their sentiment;

## 6. Work-life Balance and Re-entry Programs

Cardo AI supports work-life balance by:

- Offering flexible working arrangements to accommodate the diverse needs of our workforce, including remote work options and flexible schedules.
- Developing re-entry programs for employees returning from parental leave, providing resources and support to ensure a smooth transition back to work.
- Adjusting whenever needed to personal needs, prioritizing for wellbeing and ensuring that there is no different treatment between genders.

## 7. Support for Women Entrepreneurs and Community Engagement

Cardo AI engages with the community to support women entrepreneurs through:

- Partnerships with organizations that provide resources and mentorship to women-owned businesses.
- Initiatives aimed at equipping women entrepreneurs with the skills and knowledge needed to succeed in their ventures.

## 8. Research and Insights on Gender Equality

To underscore our commitment, Cardo AI will:

- Leverage insights and research from leading experts and organizations to inform our strategies.
- Publish our insights and learnings within our community, fostering a culture that values and promotes gender equality in the tech sector and beyond.

## 9. Employee Inclusion Initiatives

To promote an inclusive workplace, Cardo AI will:

- Provide diversity and inclusion training to all employees, reinforcing the importance of a diverse workforce and how to contribute positively to an inclusive environment.

## ● 10. Monitoring, Evaluation, and Reporting

Cardo AI will ensure the GEP's effectiveness through:

- Developing Key Performance Indicators (KPIs) to measure progress towards achieving our gender equality objectives.
- Providing annual reports on our progress, challenges, and future plans, ensuring transparency and stakeholder engagement.

## Conclusion

At Cardo AI, we are unwavering in our commitment to gender equality. This Gender Equality Plan is a testament to our dedication and setting forth a clear roadmap for building a more equitable, diverse, and inclusive company. We recognize that our collective efforts toward gender equality will benefit our employees while driving our success and innovation.