



GENDER EQUALITY PLAN

Fondazione Valter Longo ETS - Gender Equality Plan (GEP) 2026–2029

Via Borgogna 9, 20122, Milano

www.fondazionevalterlongo.org

1. Introduction

Fondazione Valter Longo ETS is a non-profit organization established in 2017 with the mission of promoting healthy longevity starting in childhood and continuing throughout the entire life cycle through scientific research, education, and healthcare and social assistance.

The Foundation promotes healthy eating habits that can slow down the onset of important diseases related to aging, as well as chronic diseases: cancer, diabetes, obesity, cardiovascular diseases, autoimmune diseases, such as Crohn's disease and multiple sclerosis, and neurodegenerative diseases like Alzheimer's. To achieve its institutional objectives, the Foundation dedicates its efforts through both preventive and therapeutic lenses, by means of:

- promoting, financing, and implementing **scientific research and dissemination** in order to cure and prevent various age-related pathologies;
- promoting, financing, and directing the immediate **development of health and social care**, and nutritional consults, on the basis of specific scientific data, in order to cure and prevent various diseases. As well as support individuals facing mental, physical, or economic difficulties, and offer guidance to all those who wish to achieve healthy longevity;
- **raising awareness and educating people** of all ages about issues related to nutrition and a healthy lifestyle based on scientific data.

The role of the Foundation is to raise funds to support health care, public education and research projects aimed at identifying creative and integrative therapies accessible to everyone with the above-mentioned diseases, and with the **goal of encouraging individuals to live a long and healthy life**.

The vision of the Foundation is to establish a **dynamic and inclusive research environment** where **talent, diversity, and collaboration** drive **scientific progress and technological breakthroughs**.

The Valter Longo Foundation aims to contribute to a future where **advanced cutting-edge research, nutritional assistance and education** serve as **catalysts for a sustainable new model of medicine** that prioritizes avoiding disease and empowering individuals to take control of their long-term well-being.

In line with the European Commission's requirements under Horizon Europe, this Gender Equality Plan (GEP) sets out a structured and proportionate framework to promote gender equality, inclusiveness, and diversity within the organization and across its activities.

2. Scope and Organizational Context

The GEP applies to:



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- employees
- collaborators and researchers
- volunteers, where relevant

The organizational structure is characterized by:

- approximately **40 employees, independent contractors and collaborators**
- over **100 non-continuous volunteers**

Given its size, the Foundation adopts a **proportionate and pragmatic approach**, integrating gender equality principles into existing governance and operational processes.

3. Objectives

The GEP pursues the following objectives:

- Ensure equal opportunities in recruitment, retention, and career progression
- Promote a healthy work-life balance and staff well-being
- Prevent and address discrimination, harassment, and gender-based violence
- Strengthen gender balance in decision-making processes
- Integrate the gender dimension, where relevant, into research, healthcare, and educational activities

4. Governance and Implementation

The implementation of the GEP is overseen by The **Management of the Foundation**, ensuring strategic alignment an appointed **Gender Equality Representative**, responsible for coordination and monitoring. Key responsibilities include:

- monitoring progress on an annual basis
- collecting and reviewing gender-disaggregated data
- proposing updates and improvements

The governance model is designed to be **lightweight yet effective**, in line with the organization's size.

5. Baseline Assessment (2025)

An initial internal assessment has been conducted using available organizational data. Given the Foundation's size, data are indicative and will be progressively refined.

5.1 Staff Composition

Category	Total	Women	Men	Other / Not declared
Employees/ Collaborators	40	30 (75%)	10 (25%)	0
Volunteers*	100+	~60 (60%)	~40 (40%)	n/a

*Estimated due to non-continuous engagement.



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5.2 Leadership and Decision-Making

Role	Total	Women	Men
Governance/Control Board	4	1 (25%)	3 (75%)
Scientific Board	3	2 (67%)	1 (33%)
Project Coordination roles	5	4 (80%)	1 (20%)

5.3 Recruitment and Career Development

- Gender balance among applicants is broadly balanced (approx. 40–60%)
- Slight prevalence of women among selected candidates
- Inclusive language in job postings is **implemented**

5.4 Work-Life Balance

- Flexible arrangements are informally in place
- Most flexibility requests are accepted (estimated >80%)
- No formal policy currently exists

5.5 Integration of Gender Dimension

- Limited but existing inclusion in projects (~20%)
- Awareness is developing but not yet systematic

5.6 Safe and Inclusive Environment

- No formal reporting mechanism currently in place
- No reported cases in the last 12 months
- No structured awareness activities

6. Strategic Areas and Action Plan

The Foundation commits to the following strategic areas:

- Work-life balance and organisational culture
- Gender balance in recruitment and career development
- Gender balance in leadership and decision-making
- Integration of the gender dimension in research and services
- Prevention of discrimination and harassment

7. Actions and Key Performance Indicators (KPIs)

Area	Action	KPI	Target
Recruitment	Ensure inclusive language and merit-based selection	% inclusive job postings	100%

Area	Action	KPI	Target
Recruitment	Monitor gender balance in applicants	Representation of each gender	No gender below 40% (where applicable)
Leadership	Improve gender balance in decision-making bodies	% underrepresented gender	≥40%
Work-life balance	Formalise flexible arrangements	% requests accepted	≥80%
Research & Projects	Integrate gender dimension where relevant	% projects including gender dimension	≥30%
Communication	Adopt inclusive communication practices	Internal guidelines	Adopted
Safe environment	Establish reporting mechanism	Response time to reports	≤30 days
Awareness	Promote internal awareness	Number of initiatives/year	≥1

8. Monitoring and Evaluation

The Foundation will implement a **light but structured monitoring system**, including:

- annual review of KPI progress
- periodic update of gender-disaggregated data
- internal reporting to management

Findings will inform updates of the GEP and future actions.

9. Measures Against Discrimination and Harassment

The Foundation adopts a **zero-tolerance approach** to discrimination and harassment.

Key measures include:

- designation of a contact point for reporting
- confidential handling of complaints
- timely response and follow-up

10. Integration of Gender Dimension

Where relevant, the Foundation will:

- consider sex and gender differences in research design and analysis
- reflect gender-specific needs in healthcare services
- ensure inclusive and non-stereotypical communication

11. Communication and Publication

The GEP:

- is formally approved by the Foundation's Management



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- is shared internally
- will be made publicly available via the Foundation's website

12. Resources

Implementation of the GEP:

- relies on existing organisational resources
- is embedded in ongoing activities
- does not require significant additional funding

13. Review and Update

The current GEP, proportionate to the size and nature of the organization, is a formal document approved by the organization and publicly available, and will be:

- reviewed annually
- updated as needed based on monitoring results and organisational evolution

Contact:

For inquiries regarding the implementation of the GEP, please contact Fondazione Valter Longo at: info@fondazionevalterlongo.org

Date of Approval: January 1st, 2026

Signature:

Antonluca Matarazzo
CEO - Fondazione Valter Longo ETS