

**GENDER**  
**EQUALITY PLAN**  
**2026**

This plan was prepared by:

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[www.colabtrials.pt](http://www.colabtrials.pt)

**Associates**



**Supported by:**



CoLAB TRIALS is dedicated to embarking on a transformative journey towards fostering inclusivity and equity in the realm of clinical trial innovation.

Recognizing the pivotal role institutions play in advancing medical research and shaping healthcare narratives, we must champion values that reflect the diversity of our teams and the communities we serve, by reaffirming our unwavering commitment to gender equality.

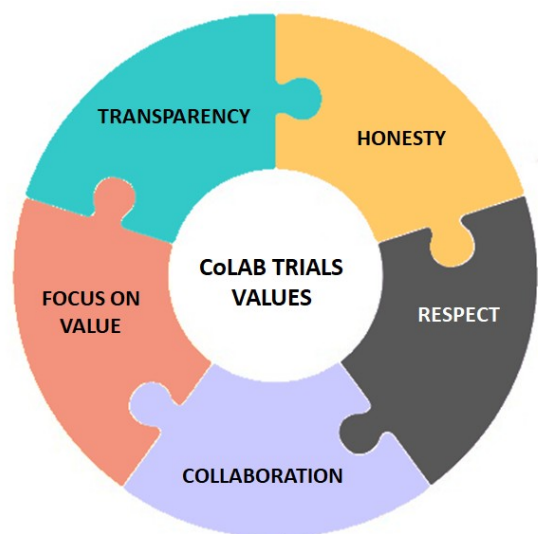
**CoLAB TRIALS** is a collaborative laboratory established in 2021 as a private non-profit association. In September 2022, it received funding from Missão Interface (PRR), which enabled the hiring of the senior team since January 2023: the executive director (F), the cooperation and funding manager (M), the capacitation manager (F), the Research & Innovation manager (M), and the Digital Transformation manager (M).

Our **mission** is to leverage clinical research and the development of new healthcare products to increase innovation in the healthcare sector in strategic areas such as medical devices and in vitro diagnostic testing, biomarker validation, and personalized medicine.

Clinical trial institutions, including private, non-profit associations devoted to innovation are dynamic entities that evolve with the advancements in medical science. As stewards of the clinical trial landscape, we bear the responsibility to mirror the richness of our collective experiences. To fulfill this obligation, we ensure that our commitment to gender equality is acknowledged and deeply embedded in the fabric of our institutions.

Integrating the gender dimension into health product development and clinical trial research ensures that biological and socio-cultural differences between participants are systematically considered, leading to more accurate, equitable, and applicable health outcomes for all populations.

Gender equality is not merely a goal; it is a fundamental principle that underpins the very essence of a just and thriving scientific community. By fostering an environment where every individual, regardless of gender, feels valued, heard, and respected, we strengthen the foundations upon which our clinical trial development stands. CoLAB TRIALS association shall be an organization where diversity is celebrated, and opportunities are extended equitably to all.



Our commitment extends beyond rhetoric;

### It is a call to action!

We will actively strive to break down barriers that impede the progression of any individual within our organization based on gender by:

- dismantling stereotypes,
- addressing unconscious biases,
- fostering an inclusive workplace culture that promotes collaboration, innovation, and excellence in clinical trial research, and
- taking robust measures against gender-based violence, including sexual harassment.



In the pursuit of gender equality, we embrace transparency and accountability. The Gender Equality Plan was developed by the Administration Board and the Executive Director. Its implementation will be ensured by the executive director and senior managers who dedicate part of their time to overseeing compliance with the GEP principles throughout recruitment processes and all activities related to their respective roles. We regularly assess our progress, learn from our experiences, and adapt our strategies to ensure continuous improvement. This commitment is not a static declaration; it is a dynamic promise to evolve and grow, guided by the principles of fairness and justice in the field of clinical trial development.

As we embark on this collective journey, collaborators of CoLAB TRIALS are invited to be active participants in this transformative process. Together, we can create a scientific landscape where every voice is heard, every talent is recognized, and every contribution is valued.



We pledge to regularly assess the effectiveness of our gender equality initiatives, seeking feedback from our employees and stakeholders.

Our commitment is dynamic, and **we will continuously strive to improve, learn, and adapt to create an environment where everyone feels valued, respected, and included in advancing clinical trial research.**

As a recent institution, CoLAB TRIALS is committed to promoting gender equality as a fundamental principle integral to our mission in advancing clinical trial development. We recognize the importance of fostering an environment that values and promotes gender equality, promoting:

**Inclusive and Equal Opportunities:** By providing equal opportunities for all individuals, irrespective of gender, in every facet of our organization and eliminating gender-based biases and barriers in our recruitment, development, and promotion processes.

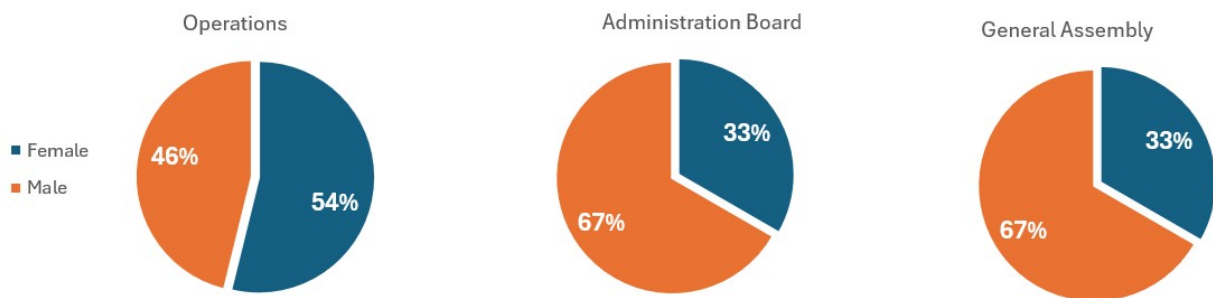
**Diversity in Leadership:** By actively working towards achieving a balanced representation of genders in leadership positions within CoLAB TRIALS and an inclusive leadership team that reflects the diversity of our society.

**Professional Development and Training:** By investing in professional development and training programs that empower employees to thrive and advance in their careers, regardless of gender, addressing gender-specific challenges, and promoting skills enhancement in our training initiatives.

**Work-Life Balance:** By fostering a work environment that supports a healthy work-life balance for all employees.

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Below, are presented the **indicators** collected during 2025:



**Hiring Practices:** Recruitment processes are in place to ensure fair hiring practices and to avoid gender bias in candidate selection.

**Pay Equity:** There are no gender pay gaps; men and women are compensated equally for similar roles and responsibilities.

**Training and Development Opportunities:** Both men and women have equitable access to skill-building initiatives, including training programs, workshops, and professional development opportunities. Our annual bootcamp includes dedicated training sessions on gender equality and unconscious bias.

**Work-Life Balance Policies:** Core team collaborators record their working hours on timesheets and work 40 hours per week within a flexible schedule to allow for a healthy work-life balance. Parental and sickness leave are provided.

**Workplace Culture and Handling Harassment Incidents:** Collaborators are aware of their ability to contact members of the Administration Board at any time if they feel uncomfortable with direct management.

**Employee Engagement, Retention, and Feedback Mechanisms:** One-on-one meetings are scheduled to assess employee satisfaction. During the annual appraisal assessment, collaborators expressed their feedback and expectations for the upcoming year.