

# Equity, Diversity & Inclusion (EDI) Plan

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Next review: January 2027

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## Purpose

Chaperone’s team acknowledges that quality and success comes from creating a workplace that is fair, inclusive and diverse. Yet, we also acknowledge that, as individuals with a particular culture and experience, we are prone to a variety of biases (including unconscious bias, confirmation bias, stereotyping and many others). Through this EDI Plan, which is annually reviewed at the Chaperone Annual Team Meeting by all members, our team is committed to mitigate the impact of those biases and to actively contribute to building a healthy, diverse, and respectful work culture.

## State-of-play

The following **assumptions** were made when assessing the state-of-play:

- We are a young company, legally created in December 2019, launched in March 2020;
- We have “global reach” and “social enterprise” mindsets;
- Our founders are Portuguese and Chaperone is legally constituted in Portugal.

With this in mind, **we’ve monitored and analyzed the following:**

| Variables  | Categories   |
|--|--|
| <b>1. Preferred pronouns</b><br>She/her vs He/his vs They/their<br><b>2. Nationalities</b><br>Number of members<br>Number of nationalities<br>Portuguese vs non-Portuguese members | <b>A. Team</b><br>- Members<br>- Leadership<br>- Advisory Board  |
|  | <b>B. Consultants</b><br>(career services providers available in our platform <a href="http://www.chaperone.online">www.chaperone.online</a> ) |
|  | <b>C. Recommended Unique Consultants for 1-to-1 sessions</b>   |
|  | <b>D. Selected Unique Trainers/Speakers for group trainings</b>  |

The Table below captures Chaperone’s state-of-play for the defined variables and categories, as of December 2025. The data shown represents information collected either through an annual survey or through interviews.

| <b>A x 1. Team &amp; Preferred Pronouns</b>   |       |
|---|-------|
| % of “he/him” members   | 25 %  |
| % of “she/her” members  | 75 %  |
| % of “they/their” members   | 0 %   |
| % of “he/him” in leadership   | 50 %  |
| % of “she/her” in leadership  | 50 %  |
| % of “they/their” in leadership   | 0 %   |
| % of “he/him” in advisory board   | 100 % |
| % of “she/her” in advisory board  | 0 %   |
| % of “they/their” in advisory board   | 0%    |
| <b>A x 2. Team &amp; Nationalities</b>  |       |
| # members   | 4     |
| # nationalities represented in members  | 2     |
| % non-Portuguese members  | 25%   |
| <b>B x 1. Consultants &amp; Preferred Pronouns</b>  |       |
| % of “he/him” consultants   | 38 %  |
| % of “she/her” consultants  | 63 %  |
| % of “they/their” consultants   | 0 %   |
| <b>B x 2. Consultants &amp; Nationalities</b>   |       |
| # consultants   | 40    |
| # nationalities represented in consultants  | 16    |
| % non-Portuguese consultants  | 45 %  |
| <b>C x 1. Recommended Unique Consultants for 1-to-1 Sessions &amp; Preferred Pronouns</b> |       |
| % of “he/him” members   | 34 %  |
| % of “she/her” members  | 66 %  |
| % of “they/their” members   | 0 %   |
| <b>C x 2. Recommended Unique Consultants for 1-to-1 Sessions &amp; Nationalities</b>      |       |
| # unique recommended consultants  | 35    |
| # nationalities represented in recommended consultants                                    | 13    |
| % non-Portuguese recommended consultants  | 43 %  |

| D x 1. Selected Unique Trainers/Speakers for Group Trainings & Preferred Pronouns |      |
|---|------|
| % of “he/him” members   | 42 % |
| % of “she/her” members  | 58 % |
| % of “they/their” members   | 0 %  |
| D x 2. Selected Unique Trainers/Speakers for Group Trainings & Nationalities      |      |
| # unique Trainers/Speakers  | 24   |
| # nationalities represented in unique Trainers/Speakers                           | 10   |
| % non-Portuguese in unique Trainers/Speakers                                      | 29 % |

In addition to the metrics mentioned above, regarding **work-life balance promoting practices**, the team highlighted the features below, currently embedded in our work culture:

- Remote work
- Flexible working schedules
- Agile and lean methodologies plus flat organizational structure
- Biennially performance review
- Open-door culture
- Collaborative goal setting (quarterly)
- Home office support
- Training opportunities
- Family friendly/conscious culture
- Team gatherings (quarterly)

Below we outline the **day-to-day EDI practices** that guide our decisions:

1. Our marketing materials generally do not feature individuals. When people are included, we make deliberate choices to reflect a diversity of backgrounds.
2. When selecting or recommending consultants and trainers, our options may be shaped by the diversity of our existing pool and by the specific needs of our clients and beneficiaries. Within these constraints, we make best efforts to promote and prioritise diverse backgrounds in our selections and recommendations.
3. When delivering training, we make best efforts to adapt content, materials, and resources to the diversity profile of each audience.
4. While our current reporting focuses primarily on gender identity and nationality, we recognise that diversity encompasses many other dimensions (such as age, ethnicity, religion, disability, and socioeconomic background), and we aim to expand our approach over time.

## Future

The metrics we monitor are important for us to gain awareness of our biases and to guide our decisions. We welcome people from all backgrounds and strive to have representation of all groups. In our recruitment processes, it is essential to clarify that we take into consideration people's expertise and competencies as well as diversity. We are dedicated to ensuring fair opportunities for all. Looking ahead and considering our intention for growth for 2026, below we list our main commitments:

1. Review and improve the EDI Plan every year;
2. When growing the pool of consultants:
  - a. Regarding pronouns, considering that the field does not have a balanced distribution of "she/her vs he/his vs they/their", we aim to remain above 35% of non "she/her" preferred pronouns. Right now it is 38%.
  - b. Regarding nationalities, we aim to remain between 40 and 60% the percentage of non-Portuguese consultants. Right now it is 45%.
3. When selecting trainers:
  - a. Regarding pronouns, we aim to remain above 40% of non "she/her" preferred pronouns. Right now it is 42%.
  - b. Regarding nationalities, we aim to be between 40 and 60% the percentage of non-Portuguese trainers. Right now it is 29%.
4. Regarding the team, we do not foresee any change.
5. Regarding the advisory board, we do not foresee any change.