

Gender Equality Plan (GEP)

1. Purpose

Precision AI is an early-stage MedTech startup based in Sweden that develops artificial intelligence technologies for healthcare applications. As a young and growing organisation, the company aims to establish responsible governance practices from the beginning of its development, including commitments to gender equality, diversity, and inclusive organisational culture. Precision AI is committed to promoting gender equality, diversity, and inclusiveness in all aspects of the organization, including recruitment, career development, leadership representation, and workplace culture. The company recognises that gender equality contributes to better innovation, improved decision-making, fair working conditions, and stronger research and business outcomes. As a MedTech startup developing artificial intelligence solutions, Precision AI also recognises the importance of diversity in technological innovation. This Gender Equality Plan (GEP) establishes the company's commitment, actions, and monitoring mechanisms to ensure equal opportunities for all employees regardless of gender. It also reflects Precision AI's intention to maintain responsible governance practices in line with the expectations of the Horizon Europe framework programme.

2. Scope

This Gender Equality Plan applies to all organisational activities of Precision AI, including:

- employees and management
- founders and leadership roles
- recruitment and hiring processes
- interns and visiting members
- professional development and promotion opportunities
- organisational culture and internal policies
- external collaborators when relevant

The plan will be reviewed annually and updated when necessary to reflect the organisation's growth and evolving workforce structure.

3. Current Gender Situation in the Organisation

Precision AI is an early-stage MedTech startup based in Sweden that develops artificial intelligence technologies for healthcare applications. As a young and growing organisation, the company aims to establish responsible governance practices from the beginning of its development, including commitments to gender equality and inclusive organisational culture. The company currently employs two professionals in leadership roles:

Although the current number of employees is small, the company recognises the importance of maintaining and improving gender balance as it grows. Precision AI aims to support inclusive participation in leadership, technical roles, and future recruitment. The company anticipates gradual growth in the coming years and may recruit additional staff members and interns as its research and development activities expand.

4. Key Areas of action

Precision AI focuses on five areas aligned with EU Gender Equality Plan guidelines.

Work-Life Balance and Organisational Culture

Precision AI aims to maintain a supportive organisational culture that respects personal responsibilities and promotes healthy work-life balance. Measures include:

- flexible working arrangements
- remote or hybrid working possibilities
- supportive workplace communication practices
- respect for family responsibilities
- parental leave in accordance with Swedish labour regulations

These practices aim to support both women and men in balancing professional and personal commitments.

Gender Balance in Leadership and Decision-Making

The leadership structure of Precision AI already includes both female and male representation among its founders and advisors. The company aims to maintain balanced participation in decision-making roles as the organisation grows. Future measures include:

- encouraging diverse candidates for leadership and advisory roles
- supporting professional development opportunities
- maintaining transparency in decision-making processes

The company recognises that balanced leadership perspectives contribute to stronger organisational governance.

Gender Equality in Recruitment and Career Progression

Recruitment processes at Precision AI are based on fairness, transparency, and equal opportunity. The company will ensure that:

- job descriptions use gender-neutral language
- hiring decisions are based on skills, qualifications, and experience
- recruitment procedures are transparent and objective
- diverse candidate pools are encouraged whenever possible

As the organisation grows, recruitment practices will continue to support equal access to opportunities regardless of gender.

Internships may also be offered in the future to support early-career professionals and students interested in MedTech and artificial intelligence.

Integration of Gender Dimension in Research and Innovation

Precision AI develops artificial intelligence technologies in the field of medical technology. The company recognises that responsible AI development requires awareness of potential biases that may arise in datasets, algorithms, and technological applications. Where relevant, Precision AI aims to consider gender-related aspects in research and innovation activities, including:

- awareness of potential bias in data used for AI development
- consideration of gender differences in healthcare contexts
- responsible design of AI systems that support fairness and inclusivity
- assessment of societal impact of technological solutions

By integrating these considerations into research and innovation practices, Precision AI aims to contribute to responsible and inclusive technological development.

Prevention of Gender-Based Violence and Harassment

Precision AI maintains a zero-tolerance approach toward harassment, discrimination, or inappropriate behaviour in the workplace. The company is committed to maintaining a respectful and safe working environment where all individuals are treated with dignity. Measures include:

- clear reporting channels for workplace concerns
- confidential handling of complaints
- fair investigation procedures where necessary
- alignment with internal policies on equal opportunity and anti-harassment

These principles apply to employees, interns, consultants, and collaborators interacting with the company.

5. Actions and Implementation Plan

Precision AI implements the following measures:

- Publish and communicate the Gender Equality Plan after adoption.
- Promote awareness of equality and diversity principles within the organisation.
- Monitor gender balance within the organisation on an annual basis.
- Review recruitment practices and job descriptions to ensure inclusive language and equal opportunity.

- Periodically review organisational culture and working conditions to support an inclusive workplace environment.

As the company grows, additional actions may be introduced depending on organisational needs and available resources.

6. Resources and Responsibilities

Responsibility for implementing this Gender Equality Plan lies with the company's leadership. Currently, responsibilities are shared between Chief Executive Officer (CEO) and Chief Administrative Officer (CAO). As Precisium AI grows, additional responsibilities may be assigned to designated staff members or HR roles. The company commits to allocating appropriate time and organisational attention to ensure that equality and diversity principles remain integrated into company practices.

7. Monitoring and Evaluation

Progress under this Gender Equality Plan will be monitored through periodic review of organisational practices and workforce composition. Monitoring activities may include:

- review of workforce gender representation
- review of recruitment outcomes
- review of organisational culture and workplace practices
- employee feedback where applicable

Results will be reviewed periodically by the company's leadership team to ensure continued alignment with equality objectives.

8. Training and Awareness

Given the current size of the organisation, awareness of equality principles will initially be promoted through internal communication and policy awareness. As the organisation grows, Precisium AI may consider additional measures such as:

- diversity and inclusion awareness sessions
- responsible AI and bias awareness discussions
- inclusive recruitment practices
- external training programmes when appropriate resources are available

9. Publication

This Gender Equality Plan is made publicly available on the company website and communicated internally to employees and collaborators where appropriate. The document may be updated as the organisation grows and its workforce structure evolves.

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