

Cinch Medical Gender Equality Plan (GEP)

Cinch Medical AS is committed to promoting gender equality, diversity, and inclusion across all aspects of its operations. As a small medtech start-up, we recognize the importance of embedding these values into our governance, recruitment, and company culture from the outset.

Principles and Objectives

- Ensure equal opportunities for recruitment, career development, and participation regardless of gender.
- Promote a balanced representation at board and management levels. The company aims to achieve greater gender balance in its board composition over time.
- Foster an inclusive work environment that values diversity and prevents discrimination or harassment.
- Integrate equality considerations into company policies, reporting, and communication.

Data and Monitoring

- Cinch Medical will internally collect and monitor gender-disaggregated data on staff and board composition.
- Progress will be reviewed annually by management and reported to the Board of Directors.
- Results will be kept internally but will inform our ESG reporting.

Implementation

- Responsibility: The CEO and Board are responsible for ensuring the implementation of this plan.
- Review: The GEP will be reviewed annually and updated as necessary.
- Publication: This plan will be made publicly available on the company's website.

Cinch Medical AS

Vegard Tuseth CEO