



WORLDCHIEFS GENDER EQUALITY PLAN (GEP)

1. Introduction

Worldchefs is committed to promoting equality, diversity, and non-discrimination across its governance, operations, and official activities. As an international organization representing culinary professionals, Worldchefs recognizes the importance of fostering an inclusive environment that supports equal opportunity, respectful participation, and fair treatment.

This commitment is reflected in the Worldchefs By-Laws and Code of Ethics, which establish principles of equality, diversity, non-discrimination, and professional conduct across the organization.

This Gender Equality Plan (GEP) establishes a formal framework of objectives, standards, and accountability measures designed to advance gender equality within areas directly governed or managed by Worldchefs. Implementation of this Plan will be carried out in a manner consistent with applicable law, internal policies, and operational feasibility.

2. Scope

This Gender Equality Plan applies to the following Worldchefs structures and persons acting in an official Worldchefs capacity:

- The Worldchefs Board of Directors
- The Worldchefs office and office staff
- Worldchefs committees and task forces
- Volunteers, advisors, and subject-matter experts acting in official capacities on behalf of Worldchefs

This Plan does not apply to national member associations, external partners, sponsors, or other third parties, except where separate agreements, policies, or contractual obligations expressly provide otherwise.

All covered parties are required to adhere to the principles and provisions set out in this Plan.

3. Governance and Responsibility

The implementation of this Gender Equality Plan is overseen by the Worldchefs Board of Directors, which retains ultimate oversight and accountability.

Operational responsibility is shared between:

- the Articles of Association (By-Laws) Committee
- the Director of Operations and Projects

These bodies support the coordination, implementation, monitoring, and periodic review of the actions outlined in this Plan. Worldchefs commits to allocating appropriate internal responsibility, staff time, and oversight capacity, subject to available resources and operational feasibility. Gender



equality is a shared responsibility across all Worldchefs structures covered by this Plan, and all individuals acting under Worldchefs authority are accountable for upholding these standards.

4. Data Collection and Monitoring

Worldchefs will collect and review gender-disaggregated data, where feasible, appropriate, and lawful, to support monitoring and continuous improvement, measure progress, identify disparities, and inform decision-making.

This may include:

- the composition of the Board of Directors
- the structure of committees and task forces
- the selection of judging panels, speakers, and experts for Worldchefs activities
- participation in Worldchefs initiatives, projects, and programmes

The indicators defined in this Plan will be reviewed periodically to assess progress and identify areas for improvement. Where gaps or deficiencies are identified, corrective actions may be considered and implemented as appropriate.

5. Objectives, Actions, and Measurable Indicators

1. Raise awareness of gender equality and unconscious bias

Actions:

- Communicate the GEP to staff, board members, committees, project teams, and all covered individuals
- Provide the GEP and Code of Ethics to newly engaged personnel during onboarding or induction
- Promote awareness sessions or resources on gender equality and unconscious bias where feasible
- Encourage inclusive leadership practices across Worldchefs structures covered by this Plan

Indicators:

- number and percentage of individuals receiving GEP orientation
- number of awareness activities or training sessions conducted annually
- number of participants

2. Improve work-life balance and participation practices

Actions:

- Consider reasonable accommodation in scheduling across time zones where feasible
- Encourage flexible participation, including online participation where feasible
- Be mindful of workload distribution among volunteers and committees



- Promote inclusive participation in activities, taking into account personal and professional responsibilities

Indicators:

- feedback from participants on accessibility and participation conditions
- participation rates across demographics, where such data is available and appropriate

3. Improve gender representation within leadership and governance structures

Actions:

- Actively encourage diverse nominations for governance bodies and committees
- Promote participation of qualified women professionals
- Apply gender balance considerations, where possible, in appointments to committees, panels, and working groups, while maintaining merit-based selection
- Track progress over time

Indicator:

- gender distribution in governance bodies and committees

4. Promote gender equality in appointments and opportunities

Actions:

- Ensure transparent and merit-based selection processes
- Publicize opportunities widely to support diverse candidate pools
- Encourage diverse participation in programmes and leadership opportunities
- Ensure equal access to Worldchefs education, projects, and professional initiatives

Indicator:

- gender distribution in committees, office staff, and appointed roles

5. Prevent and address sexist behavior and harassment

Actions:

- Maintain standards through the Code of Ethics and applicable organizational policies
- Provide a confidential mechanism for reporting complaints related to conduct within the scope of this Plan
- Ensure complaints are reviewed promptly, fairly, impartially, and in accordance with established procedures and applicable law
- Implement appropriate corrective or disciplinary actions where violations are substantiated
- Promote a safe and respectful environment in all Worldchefs activities covered by this Plan

Indicators:



- number of complaints received and addressed
- resolution timelines and outcomes, subject to confidentiality and data protection requirements

6. Training and Awareness

Worldchefs will promote awareness of gender equality, unconscious bias, and inclusive practices through internal communication, shared resources, and participation in relevant learning opportunities where feasible and proportionate. Participation in training may be required for individuals in leadership or decision-making roles where determined appropriate by Worldchefs.

7. Monitoring and Review

Progress on this Gender Equality Plan will be reviewed annually based on the defined indicators. Findings shall be documented and reported to the Board of Directors. The Plan may be updated as necessary to reflect organizational developments, evolving standards, regulatory expectations, and operational priorities.

8. Publication

This Gender Equality Plan will be made publicly available through Worldchefs communication channels, including the Worldchefs website. Worldchefs commits to appropriate transparency in reporting progress, subject to data protection, confidentiality, and operational considerations.

9. Duration

This Gender Equality Plan covers from the date of approval, unless superseded or amended by formal Board action.

10. Approval

Approved by the Board of Directors

A handwritten signature in black ink, appearing to read "Andy Cuthbert".

Signed by the President, Andy Cuthbert

Date: 15 April 2026