



Gender Equality and Diversity Declaration

ScudoMind Ltd. is committed to promoting equal opportunities between men and women in all aspects of its operations, in line with the principles of Horizon Europe and the European Innovation Council's strategic goal of supporting underrepresented groups, including women innovators, in deep-tech entrepreneurship.

This declaration is made in the spirit of the EU Gender Equality Strategy, the ERA Policy Agenda Action 5 (Promote gender equality and foster inclusiveness), and the EIC's commitment to ensuring that all talents can thrive in European innovation.

Gender balance in leadership and decision-making

ScudoMind's founding leadership team comprises 50% women and 50% men. As the company grows, we commit to maintaining gender balance at all levels of personnel, including supervisory and managerial roles, in accordance with Horizon Europe grant agreement obligations.

Integration of the gender dimension in research

Depression affects women at approximately twice the rate of men (Salk et al., 2017). ScudoMind's clinical research programme is designed to reflect this reality through equal male/female participant recruitment, stratified randomisation by sex, and sex-disaggregated analysis of all efficacy and safety outcomes. Our clinical protocols ensure that treatment effects are understood across both sexes, contributing to more equitable and effective healthcare outcomes for all Europeans.

Inclusive and equitable product design

The ScudoMind wearable device is developed through gender-balanced usability testing, ensuring comfort and functionality across diverse body types, face shapes, hairstyles, and cultural preferences — reflecting the diversity of Europe's population.

Gender equality in recruitment and career progression

ScudoMind commits to equitable, merit-based hiring practices using gender-neutral language in all job postings and selection processes. Equal pay for equal work is a foundational principle. As the team expands through EIC-funded activities, we will track and report sex-disaggregated personnel data in line with Horizon Europe reporting requirements.

Work-life balance and organisational culture

ScudoMind is committed to fostering a workplace culture that supports work-life balance for all team members, recognising that flexible and inclusive working conditions are essential for attracting and retaining diverse talent in deep-tech innovation.

Measures against gender-based violence

ScudoMind maintains a zero-tolerance policy toward gender-based violence, harassment, and discrimination in any form. Clear reporting mechanisms and support structures will be established as the organisation scales.

Monitoring and accountability

This declaration is signed by the CEO and published on the company website. ScudoMind commits to reviewing and updating this policy annually, monitoring progress through sex-disaggregated data collection, and reporting in accordance with Horizon Europe requirements.

Benny Shoham,

CEO & Founder, ScudoMind Ltd.

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