



EQVEGAN

European Qualifications & Competences for the Vegan Food Industry

621581-EPP-1-2020-1-PT-EPPKA2-SS

Supported by

SECTOR SKILLS ALLIANCES

ERASMUS+PROGRAMME

EDUCATION, AUDIOVISUAL AND CULTURE EXECUTIVE AGENCY

EUROPEAN COMMISSION

Deliverable 6.6

Sector Skills Alliance for the Vegan Food Industry (M36)

Workpackage 6 Dissemination and exploitation
Task 6.4 Exploitation Strategy and establishment of a sector skills alliance (SSA) for the continuous professional development and mobility of European professionals
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Revision number 1
Delivery Date (from DDP) 28.11.2023
Delivery Date (Original) 15.11.2023
Delivery Date (Revision 1) 28.11.2023



Foreword

The work described in this report was developed under the project EQVEGAN: European Qualifications & Competences for the Vegan Food Industry (621581-EPP-1-2020-1-PT-EPPKA2-SS). If you wish any other information related to this report or the EQVEGAN project, please visit the project web-site (www.eqvegan.eu) or contact:

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Dissemination Level

PU	Public	√
PP	Restricted to other programme participants (including Commission services and projects reviewers)	
CO	Confidential, only for members of the consortium (including EACEA and Commission services and projects reviewers)	

Co-funded by the
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Summary

The EQVEGAN Sector Skills Alliance is a network established by the members of the EQVEGAN project to: i) continuous monitoring skill needs in the plant-based food processing sector; ii) improve the training offer; and iii) improve professional recognition and foster mobility of workers in the sector. This document first presents the EQVEGAN Sector Skills Alliance strategy, including the context, the challenge, the ambition and the proposed actions. Then the network agreement is shown, which defines the structure, organization, and *modus operandi* of the Alliance. Last, the adhesion form for new members and a proposal for the Alliance web page are presented as annexes. The Alliance will enter into force after the projects' end and will be a pillar for the sustainability of the EQVEGAN project results.



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Task description

Task 6.4 Exploitation Strategy and establishment of a sector skills alliance (SSA) for the continuous professional development and mobility of European professionals

The partners of EQVEGAN will establish a Sector Skills Alliance as Special Interest Group of IFA, an association with a long record in education and training, assuring secretariat support and web platform maintenance. At this task this will be evaluated and eventually a constitution of a new association will be considered.

Relations with existing platforms, such as LLL-P and EfVET will be considered.

The exploitation strategy will have a focus on expanding the impact abroad the EQVEGAN partnership since the impact in the partnerships is assured by the update of the VET providers training offers. Also, the maintenance of the training platform of the EQVEGAN is assured by IFA through the payment of small fee used to maintain the domain and update the software.

The exploitation strategy will be enriched with further developments during the project, based on the initial ideas drafted in this proposal. The strategy will be prepared highlighting outputs that have the potential for exploitation after the funded duration of the project. Any output will be evaluated for its potential exploitation.

The EU and national regulatory frameworks for training and education, and funding schemes for training, at national and EU levels (Erasmus, EIB, Youth Employment Initiative, etc.), will be considered in this strategy.

The final strategy will be finalized by M33 where the full potential of project results will be clear and on time to be submitted to external evaluation in WP6.

1. EQVEGAN Sector Skills Alliance strategy

The EQVEGAN Sector Skills Alliance (EQVEGAN SSA) strategy, as agreed by the partnership, is an informative and strategic document that highlights the challenges to be addressed, the main goals or ambition of the alliance and the actions proposed to tackle the identified challenges, along with key performance indicators as a mean of evaluating the Alliance's progress and achievements.

1.1 Preamble / Context

The food and drink industry is the largest manufacturing sector in EU in terms of employment and added value¹. The food industry, like others, is driven by consumers preferences and

¹ https://single-market-economy.ec.europa.eu/sectors/food-and-drink-industry_en



demand. In recent years, consumer's awareness of sustainable, nutritious and healthy food, but also of animal welfare concerns, food safety concerns (such as antibiotics resistance), are driving the industry towards more plant-based products and diets. The European food industry is increasingly focused on innovation, with an emphasis on creating healthier and more sustainable food products, and plant-based foods are in line with this trend.

Market share is steadily increasing, and the industry is trying to keep up with demand and offer new and appealing alternatives. At the same time, with limited global resources, the industry is investing in reducing food waste in a circular economy. All these are challenges but also opportunities for companies that must adapt and invest in product development and innovative technologies. To comply with these market trends and at the same time be competitive, it is vital to master new processes and technologies.

In addition, the food industry is subject to more demanding sustainability requirements, which, together with digitalization and automatization trends, are rapidly changing the required skills of its workers. Flexible and innovative training and apprenticeship programmes are needed to unlock opportunities for more qualified jobs and resilient companies.

The EQVEGAN SSA intends to build a strong partnership launched by the network formed in the EQVEGAN ERASMUS plus project, with the aim of developing and promoting training to meet the needs of the plant-based food industry.

1.2 The challenge (sector facing challenges)

Today, science and technology are evolving rapidly with many applications in the food industry, mainly in automation systems, process innovation and new sources of ingredients. The sector is undergoing a demanding digital transformation, centred on Industry 4.0, which aims to improve process efficiency and flexibility in production adapted to market demands. At the same time, the food industry is paving the way to commit to more sustainable production, with environmentally friendly products and processes, in alignment with circular economy principles.

Moreover, the market share of plant-based foods is increasing and competing with the market share of animal products. According to a statistic forecast model, the global market for plant-based foods is growing steadily and will more than double by 2030². Although impressive technological improvements have been made in terms of appearance, flavour and texture, yet more investment is needed in product development and enhancement to overcome barriers to consumption.

The industry is also facing an ageing workforce³ which has an impact on production performance, along with major difficulties in attracting and engaging young workers.

Education and training offer needs to address all the above issues and be up to date with the ongoing requirements of this rapidly evolving industry, coping with new trends in digitalisation, sustainability, technology and product development. Soft skill such as leadership, problem

² <https://www.statista.com/statistics/1280394/global-plant-based-food-market-value/>

³ <https://www.foodprocessing.com/workforce/change-management/article/21436398/food-industry-still-looking-for-workers>



solving, teamwork or creating thinking are also part of the profile needs of today's workers. Urgent and collective action is needed to mobilise the stakeholders involved to support companies and maintain the sector's competitiveness.

1.3 Ambition

The proposed Alliance aims to exploit and disseminate the achievements and outputs of the EQVEGAN project “Qualifications & Competences for the Vegan Food Industry” and to build a strong partnership to ensure knowledge exchange and cooperation between members, but also with other relevant stakeholders covering all areas of expertise, such as academia, industry, research institutions, and other public and private organisations.

The partners are committed to jointly support the plant-based food industry to reskill and upskill its workforce and strengthen the sector competitiveness and innovation. Within the framework of the Alliance, training will be developed and updated according to regularly identified needs. To this end, cooperation will be promoted to engage members in finding solutions for skills gaps at national or regional level.

1.4 Proposed Actions

The EQVEGAN SSA has defined an action strategy in three main areas:

1.4.1 CONTINUOUS MONITORING OF SKILLS NEEDS

The Alliance will implement systematic and continuous monitoring to assess the evolution of the sector's skills needs in order to update the available training offer at national or regional level. Different methods to collect information from plant-based food companies will be considered, such as questionnaires, interviews or focus groups. Results will be periodically communicated to training institutions (within the EQVEGAN SSA but not only). This activity also aims at establishing a close relationship with the food industry to facilitate effective and regular knowledge transfer.

Key performance indicators:

- Involvement of plant-based food companies on skill need mapping activities
- Countries covered on skill need mapping activities
- Food companies joining the Alliance

1.4.2 IMPROVEMENT OF THE TRAINING OFFER

The Alliance will maintain and update the training materials and courses developed within the framework of the EQVEGAN project. Additionally, Vocational Education and Training and Higher Education members will design curricula and develop training according to the skill needs identified previously. Special attention will be paid to promote work-based and continuous learning.



To develop these activities, the partnership will promote institutional cooperation by periodically mapping funding opportunities, identifying interesting calls and selecting opportunities that are worth pursuing. Commercialization of the courses through the Iseki Food Association platform will also contribute to gathering funds to support the ongoing activities. Communication campaigns will be carried out regularly to actively promote the new training offer developed by the Alliance members.

Key performance indicators:

- Alliance partners providing training activities
- Training activities/material and work-based learning opportunities developed in the framework of the Alliance
- Dissemination and engagement campaigns for the new developed training
- Persons trained and geographical coverage
- Trainees using the online training material developed by the Alliance
- Proposals submitted to funding programmes by Alliance partnerships

1.4.3 IMPROVE PROFESSIONAL RECOGNITION AND FOSTER TRANSNATIONAL MOBILITY OF WORKERS IN THE FOOD INDUSTRY SECTOR.

For this purpose the [professional certification scheme](#) developed in the EQVEGAN project will be implemented. The main objectives of this scheme are to support food industry professionals to demonstrate their competence, which will facilitate advancements in their career, increase their salary, open-up possibilities of mobility, and promote lifelong learning.

Key performance indicators:

- Dissemination and engagement campaigns for the EQVEGAN professional certification scheme
- Applications received and geographical coverage

The alliance is also committed to creating a forum to promote dialogue and give all members the opportunity to share their vision of the alliance and its future in the food sector.

FOUNDING MEMBERS



Contact and more information:

Email: office@iseki-food.net

2. Network agreement - EQVEGAN Sector Skills Alliance

The Network Agreement compiles the rules and organisation of the Alliance and defines the structure and constituent bodies with their functions, rights and duties.

Network agreement - EQVEGAN Sector Skills Alliance

(Not legally binding)

WHEREAS

1. The Sector Skills Alliance "EQVEGAN" (Project No 621581-EPP-1-2020-1-PT-EPPKA2-SSA), hereinafter referred to as the EQVEGAN project) funded by the European Commission in the framework of the ERASMUS+ Sector Skills Alliance Call for Proposal of 2020, ended on 30th November 2023.
2. Each EQVEGAN contractual partner remains the owner of its own background knowledge and material made available to achieve the EQVEGAN results, to which access is granted on fair and reasonable conditions.
3. The ownership of the EQVEGAN project results, including IPRs, shall be vested in the Contractual Partners, as defined in Articles 9 and 10 of the EQVEGAN Consortium Agreement.
5. Each Contractual Partner will be free to undertake any initiative, even commercial ones, devoted to the exploitation and valorisation of outputs and outcomes of the EQVEGAN project, provided that reference is always given to the EQVEGAN project, which generated such knowledge/results.
6. The Parties wish to govern the exploitation and maintenance of the EQVEGAN outputs and outcomes after the ERASMUS+ project and its funding has come to an end (30/11/2023) by setting and keeping operational the EQVEGAN Sector Skills Alliance, as defined in Task 6.4 of the Detailed Description of the Project.
7. The ISEKI-Food Association, partner of the EQVEGAN Erasmus+ project, authorised by its Board, offered its availability to take the role of operational body of the Alliance.

NOW THEREFORE IT IS HEREBY AGREED AS FOLLOWS:

Article 1- Definitions

In this Network Agreement, unless the context otherwise requires:

1. "Parties" shall mean the signatories of this Agreement.
2. "Contractual partners" means the signatory of the ERASMUS+ Grant Agreement (official project partners).



3. “Associated Partners” means the partners which joined the EQVEGAN project during the project implementation.
4. “Founding Members” means those Contractual partner organisations who sign(ed) the Network Agreement by 30 November 2023.
5. “EQVEGAN Brand” is represented by the name “EQVEGAN” referring to the source of the outputs and outcomes developed during the project.
6. “EQVEGAN Alliance” means the network consisting of the Parties (hereinafter also referred to as “members”), open to the adhesion of all interested stakeholders in the food sector including, but not limited to, the EQVEGAN Associated Partners Organisations.

Article 2 - Setting the EQVEGAN Alliance Strategy

The EQVEGAN Alliance is set as a network coordinated by the ISEKI-Food Association which acts as its operational body. The Alliance is characterised by its EQVEGAN branding and visual identity and is organised according to its specific governance as detailed hereinafter in Article 4.

The Alliance is open to new adhesions and to the collaboration with national and international organisations and other stakeholders within the food sector.

Article 3 – Purpose of the Network Agreement

This Network Agreement intends to establish the framework for cooperation by specifying:

- the governance structure of the Alliance and the attributions of each of its bodies;
- the financing of the Alliance;
- the rules for the adhesion or withdrawal of a member;
- the rights and duties of the members (including the main principles guiding the operation of the Alliance and of its members).

Article 4 – Objectives

Objectives of the Alliance are those fixed in the EQVEGAN Alliance Strategy, to which reference is made in article 2, and any subsequent modified/new objectives that would be agreed upon among all parties.

The Strategy is a strategic document which proposes a vision & mission and defines the goals that guide the definition of a long-term action plan to address the skills and knowledge needed by the plant-based food sector.

In this context, the Parties recognise the high potential of a joint exploitation of the EQVEGAN outputs and outcomes rather than acting separately, since the results are built on a joint effort and the complementarity of partners’ skills and experience. This includes the maintenance and further development in the medium- and long-term of project outputs and outcomes, as well as the promotion of new initiatives to guarantee their sustainability and the achievement of the Proposed Actions as defined in the EQVEGAN Sector Skills Alliance Strategy.



Article 5 – Government of the Alliance

The Alliance has its own governance, composed by the following bodies:

- General Assembly (with one representative for each member)
- Steering Committee
- Operational body

Article 6 – General Assembly

The General Assembly is composed by one representative from each member, each of them being entitled to express one vote in the meetings.

The General Assembly is convened by the Steering Committee at least once a year. The convocation is sent by email at least 10 days before the meeting.

The first General Assembly will be convened by the Operational Body during the first semester of 2024.

The General Assembly is regularly constituted with the intervention of at least half of the members in the first convocation and, with any number of people present, in the second convocation. The Assembly appoints its President and will be considered regularly constituted even if it takes place through video-conference or with analogue technological solutions.

The resolutions are adopted by the majority of the members present, except in the case of modification to the Network Agreement or termination of the Agreement.

The resolutions concerning modifications of the Network Agreement as well as its termination before the expiring of its duration are valid with the presence of the half plus one of the members and a favourable vote of 75% of those present and/or those represented.

The resolutions of the Assembly are registered in the minutes of the meeting and prepared by the Operational Body.

The tasks of the General Assembly are the following:

- a) Appoints the members of the Steering Committee;
- b) Approves the operational trends of the Alliance, and the programmes of activities proposed by the Steering Committee;
- c) Resolves on the exclusion of a member for serious causes according to the provision of Art. 14, upon proposal by the Steering Committee;
- d) Approves the annual budget and operational fee as proposed by the Steering Committee;
- e) Resolves on the modification of the Network Agreement;
- f) Resolves on the closing of the Alliance and the procedures for liquidation if needed;
- g) Takes, upon proposal by the Steering Committee, every other resolution concerning the life and the activities of the Alliance.



Article 7 – Steering Committee

The Steering Committee is composed by the appointed representative of the Operational Body and up to 10 members appointed by the General Assembly. At least 5 Members of the Steering Committee shall represent Founding Members.

The Steering Committee is in charge for 3 years. For the substitution in case of vacation during the 3 years of validity of the charge, the Steering Committee arranges the co-optation; the Assembly will arrange the ratification in the first meeting following the co-optation. The members co-opted by the Committee or appointed by the Assembly will expire with the members in charge at the moment of their nomination.

The Steering Committee is presided by the representative of the Operational Body; in case of absence, the Committee appoints its president among the people present.

The Steering Committee usually meets every six months and could be convened more frequently according to the needs. The members of the Steering Committee unable to participate can give proxy to a third person attending the meeting.

The Steering Committee is convened by e-mail to be sent at least 10 days before the date of the meeting. For the validity of the meeting, it is necessary the participation of at least 1/3 of the members appointed by the General Assembly, or their delegates, and at least with the presence of three members in charge.

Representatives of other members of the Alliance and/or experts might be invited to take part in the meeting of the Steering Committee, without voting rights.

The Steering Committee will be considered regularly constituted even if the meeting takes place through teleconference.

The resolutions are adopted by majority of the votes of people present and, in case of an equal number of votes, the vote of the president of the meeting.

If considered necessary, consultations on specific decisions can be made through e-mail to the Members of the Committee. The decision's object of consultation will be valid if approved by at least half of the committee members and have to be ratified during the first subsequent meeting of the Committee.

The tasks of the Steering Committee, are the following:

- Drafts yearly the operational trends of the Alliance and the related programme of activities;
- Drafts the annual budget and propose the annual operational fee, to be submitted to the approval of the General Assembly;
- Decides for the constitution of a Technical and Scientific Committee;
- Approves the constitution of working groups on the Strategic Objectives and/or on specific thematic areas;
- Approves the collaboration of the Alliance with other complementary initiatives;
- Takes the necessary actions in case the planned activities require changes with respect to the approved budget;
- Identifies potential Call for Tenders, Call for proposals and other opportunities that are of interest to the EQVEGAN Alliance for realising parts of its Strategy;
- Identifies potential members interested in preparing and submitting proposals;
- Identifies criteria for participation, as well as operational conditions (e.g. deadlines);



- Resolves on the admission of new members and propose the exclusion of a member for serious reasons, according to what defined in Article 14;
- Resolves on the active and passive quarrels.

In the initial period (first semester 2024), the Steering Committee appointed by the first General Assembly will stay in charge till the first Assembly of 2024, which will be asked to renovate it.

Article 8 – Operational Body

The role of Operational Body of the Alliance is covered by the ISEKI-Food Association, in line with the Association's statutory objectives.

The tasks of the Operational Body are the following:

- a) Coordinates the activities of the Alliance according to the programmes approved by the General Assembly;
- b) Ensures the maintenance and up-dating of the Alliance web sites as well as its presence on social networks, respecting the EQVEGAN branding and visual identity;
- c) Animates the Alliance and promote the adhesion of stakeholders, in collaboration with all members;
- d) Draws up the draft budget that has to be approved by the Steering Committee and then by the General Assembly;
- e) Gives account to the Steering Committee of the developed activity and of the work progresses for single programmes and/or projects, as well as of the use of the operational yearly budget;
- f) Carries out all the other tasks assigned to it by the Network Agreement and by the resolutions of the Steering Committee.

Article 9 – Funding schema of the EQVEGAN Alliance

The activities of the EQVEGAN Alliance executed by the Operational Body and not supported by specific funding and/or revenues will be sustained through an operational budget, defined on a yearly basis. These activities includes all those listed in Article 8 above and, in particular for points b) and c):

- animation of the network and enlargement of the partnership;
- promotion and dissemination (including maintenance and up-dating of the EQVEGAN and Food Skills websites, animation of the social networks, editing of newsletters, promotion of the participation in sectoral events,...);
- search for funding opportunities and the promotion of new initiatives;
- maintenance of institutional contacts at EC level and the submission for a Large Scale Partnership under the Pact for Skills.

The above-described activities and those detailed in Article 8 will be covered through annual functional fees from the members, the amount of which will be defined by the Steering Committee. Notwithstanding the possibility for the Steering Committee and the General Assembly to decide differently through their voting procedures, for the first period the amount of the functional fee is:



(zero) Euro for 2024 (January to December);

The Parties agree that the financial contribution provided to cover the functional budget will constitute the common operational fund, adequate to pursue the objectives of the Alliance and sustain its functioning. In case the collected funds exceed the costs sustained for a specific year, the surplus will be used to cover part of the budget of the following year.

It is also agreed that the sectoral association of high interest for the activities of the Alliance will have the option to provide their annual functioning fee in terms of contribution in kind (provided that it is financially appreciable).

Those members allowed to correspond the fee in terms of contribution in kind will be required to give evidence of the financial value of the provided contribution. Their actual contribution will be evaluated and approved by the Steering Committee.

The payment of the annual functioning fee shall be executed within 30 days from the emission of the related invoice by the Operational Body.

Article 10 – Membership and new adhesions

The EQVEGAN Alliance is constituted by the Parties subscribing to this agreement. The Alliance is open for new stakeholders (organisations and individuals) interested to join and contribute to the Alliance.

The applications for membership must be addressed to the Operational Body of the Alliance and transmitted to the Steering Committee. The admission to the Alliance is decided by the Steering Committee, also through email consultation.

EQVEGAN Contractual Partners and the EQVEGAN Associated Partners wishing to join the Alliance do not need the formal prior approval by the Steering Committee to be admitted.

The new member will be asked to sign this Network Agreement and to pay the annual functioning fee, as defined in Article 9, to contribute to the basic operational budget of the Alliance.

Article 11 – Rights and duties of the members of the Alliance

All members of the Alliance are entitled to be represented by one person in the General Assembly. They can propose a candidate to be elected by the GA to become a member of the Steering Committee according to their specific expertise. They are also fully entitled to take part in all discussions related to the adoption of concrete measures and implementation of activities to pursue the objectives of the Alliance as defined in the EQVEGAN Alliance Strategy.

The members are also entitled to have visibility on the Alliance website and to promote their activities via the channels operated by the Alliance, including social media, newsletters, and sectoral events of interest.

All members of the Alliance are informed about the functioning of the Alliance and especially the funding opportunities for new activities to be promoted as part of the Long-term Action Plan.



By signing this Agreement, each member of the Alliance accepts to respect the rules set therein and to pay the functional fee as defined at the beginning of each year by the Steering Committee and approved by the General Assembly.

Each member also accepts to contribute to the programme of activities approved by the General Assembly according to its expertise and possibilities including, but not only, the promotion of new joint initiatives and projects, whatever could be their source of funding.

While participating in the activities and initiatives of the Alliance, each member also agrees to adopt a behaviour guided by fair principles of transparency and confidentiality towards all members within the Alliance. In particular, each member accepts to:

- not to disclose to third parties the content of projects, proposals and whatever sensitive documents produced within the Alliance by one or a group of the members;
- to inform in due time the Steering Committee, in any case as soon as the information is acquired, about any new initiative and opportunity which could generate potential competition among the Alliance's member (i.e. participate in different proposals under the same call), to guarantee a coordinated approach to cooperation and promotion of new activities and keep strong the EQVEGAN branding towards externals.

Article 12 – Ownership of results

Without prejudice to what reported in the premises regarding the ownership of the EQVEGAN project results, the future results generated by the Alliance will be the property of those members who contributed to the development of such results.

The conditions, fair and reasonable, for the availability of such results, and the possibility to be further exploited and developed will be set by the member(s) owner(s) of such result(s) on a case-by-case basis.

Each member of the Alliance remains the owner of its own background knowledge and material made available to achieve the results of the Alliance, to which access is granted on fair and reasonable conditions.

Article 13 – Duration

This Agreement shall commence on the date of execution and shall remain in effect for a period of 2 years unless terminated earlier by written agreement.

Article 14 – Withdrawals and exclusions

A Party may, at any time, withdraw its participation in the Alliance by giving a written notice to the EQVEGAN Alliance Operational Body.

The disagreement on the amount of the annual functional fee, as well as on the modifications of the Network Agreement, approved by the General Assembly will constitute a legitimate reason for withdrawal.



The Assembly can resolve the exclusion of a member for serious causes, which will have immediate effect. Among serious causes the following are not exclusively considered:

- serious misconduct toward the Alliance and its members, including disclosure of sensitive information, reserved draft proposals or evident competitive initiatives taken against the Alliance taking profit of the activities developed and shared within it;
- failure to pay the annual functional fee after two reminders by the Operational Body and, in any case, within the first six months of the year to which the fees refers.

In the case of resignation or exclusion the member has no right of restitution of the paid membership fee; moreover, it must pay the annual fees till the moment in which the withdrawal or exclusion comes into effect.

Article 15 - Settlement of Disputes

In case of dispute or differences between the Parties arising out or in connection with this Agreement, the Parties shall endeavour to settle it amicably.

Article 16 - Entire Agreement – Amendments

Amendments or changes to this Agreement shall be valid only if made in writing and signed by an authorised signatory of each of the Parties.

Article 17 – Personal data management

The Parties mutually declare to be informed (and, where applicable, to expressly consent) that “personal data” provided, also verbally for pre-contract activities or in any case collected as a consequence of and during the execution of this Regulation, shall only be processed for the purposes of the Regulation itself, following the procedures described in clause 4.2 of the GDPR (European Regulation 2016/679), aware that failure to provide the same may result in the total or partial impossibility to execute the Regulation.

This Agreement (not legally binding) is signed in original individually by each Party on the same agreed text as above detailed.

Place and date,

On behalf of (name of the organization)

(Name and function of the signatory)

One page signed per partner



3. Annexes

3.1 EQVEGAN SSA Adhesion form

The membership application designed for new members will be a declaration of interests from external organizations in being part of the partnership. The heading will contain a brief explanation on the procedure to be followed, for example: “To become member of the EQVEGAN Alliance, you should fill in the request form below and provide your contact details. You will then be contacted to start the membership process, which involves accepting and signing the Network Agreement. Your membership will be subject of approval by the Steering Committee of the Alliance.”

The body of the form will ask for information on the following elements:

- Organization name*
- Country*
- First name*
- Surname*
- Email*
- Profile of the organization*:
 - Small Medium Enterprise (SME)
 - Industry/Company (Large Enterprise)
 - Administration/Public Body (at all levels, acting as public data provider)
 - Education & Research (Education -all levels-, Academy Research, vocational and life-long learning)
 - Individual Professional
 - Other:
- Why you are interested in joining EQVEGAN SSA (open question)
- Accept our Privacy Policy*
 - Yes (read here:**)

<https://docs.google.com/forms/d/1a2qImKfbFB6CebR6Wrm6LkT5BmMDOXqHFf5bXnng1AM/edit>

Notes:

**mandatory answer.*

*** I hereby authorize the processing of my personal data in conformity with the REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27th April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation).*

3.2 EQVEGAN SSA Webpage

It is envisaged that the EQVEGAN SSA webpage will be integrated into the IFA website in the form of a [special interest group](#). The information provided will be organized in the main following topics:

- What is the EQVEGAN SSA (with link to EQVEGAN website)



- Why you should join the EQVEGAN Sector Skills Alliance? (with link to SSA manifesto document)
- Adhesion to the EQVEGAN Alliance (with link to adhesion form)
- Additional information
 - Contact (office@iseki-food.net)
 - Logos EQVEGAN SSA social media
 - Logos of the EQVEGAN SSA members at the bottom of the webpage



Co-funded by the
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