

GE-006: ENCS gender equality plan

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Purpose

The Management Board of ENCS is committed to achieving gender equality in organizations and follows the gender equality aims of the European Union. The Management Board facilitates and supports measures contributing to gender equality. Below we give an outline of ENCS's current and upcoming efforts in respect of fostering gender equality throughout the organization.

Responsibilities

ENCS Office Management is responsible for the implementation of the gender equality plan as part of the HR responsibilities. The Management Board ensures that Office Management has the required mandate and resources for this work.

Plan

This gender equality plan outlines the steps that ENCS is taking to promote equality, diversity, and inclusion. The steps are organized according to four objectives:

1. Creating an inclusive culture
2. Ensuring equal opportunities
3. Work-life balance and family support
4. Training and development

Creating an inclusive culture

In order to create a more inclusive culture, ENCS:

1. has a zero-tolerance policy for discrimination, harassment, and bias based on gender
2. ensures equal opportunities for all applicants in recruitment, hiring and promotion

Ensuring equal opportunities

In order to ensure equal opportunities to all our employees, ENCS:

1. conducts a gender pay review to identify and address any gender pay gaps within the organization
2. implements transparent promotion and career development processes that are based on merit, skills, and qualifications

Work-life balance and family support

In order to support a healthy work-life balance of our employees, ENCS:

1. provides parental leave policies that are gender-neutral, allowing all genders to take time off to care for their families
2. encourages and normalizes the use of parental leave and flexible work arrangements by fostering a supportive work culture
3. supports employee's work-life balance and mental well-being as part of the performance management process

Training and development

In order to keep continuous development, ENCS:

1. provides ongoing training and development opportunities for all employees, focusing on building skills and competencies without gender bias as part of the performance management process
2. encourages women's participation in leadership roles by providing mentorship, training, and networking opportunities

January 2024

On behalf of the ENCS Management Board,



Ir. A.J.S. Nijk

Managing Director ENCS

Version History

Date	Version	Description	Authors
12 January 2024	1.0	First version approved by ENCS management	Maartje Knottenbelt, Elvira Sanchez Ortiz