

Gender Equality Plan

ENRICH GLOBAL

2025-2028

✱ 2025-2028



ENRICH
GLOBAL
TAKING EUROPEAN
INNOVATION GLOBAL

GENDER EQUALITY PLAN



1. Organisational context

ENRICH GLOBAL is a non-profit international association dedicated to fostering innovation, research, and international cooperation. With a small team of in-house consultants and employees, mostly working remotely, the organisation operates primarily through international projects, networks, and partnerships spanning Europe, Asia, and beyond.

Gender equality, diversity, and inclusion are core values embedded in ENRICH GLOBAL's organisational culture, governance, and project activities. These principles guide both internal working practices and external engagement with research, innovation, and policy stakeholders worldwide. We strongly believe that gender equality deserves attention on the international stage, for continuing to decrease the general inequalities.

2. Commitment

ENRICH GLOBAL formally commits to promoting gender equality and ensuring equal rights, responsibilities, and opportunities for all individuals, irrespective of gender identity, gender expression, or gender characteristics. This commitment applies to all aspects of the organisation's functioning, including employment, governance, project management, partnerships, and external representation.

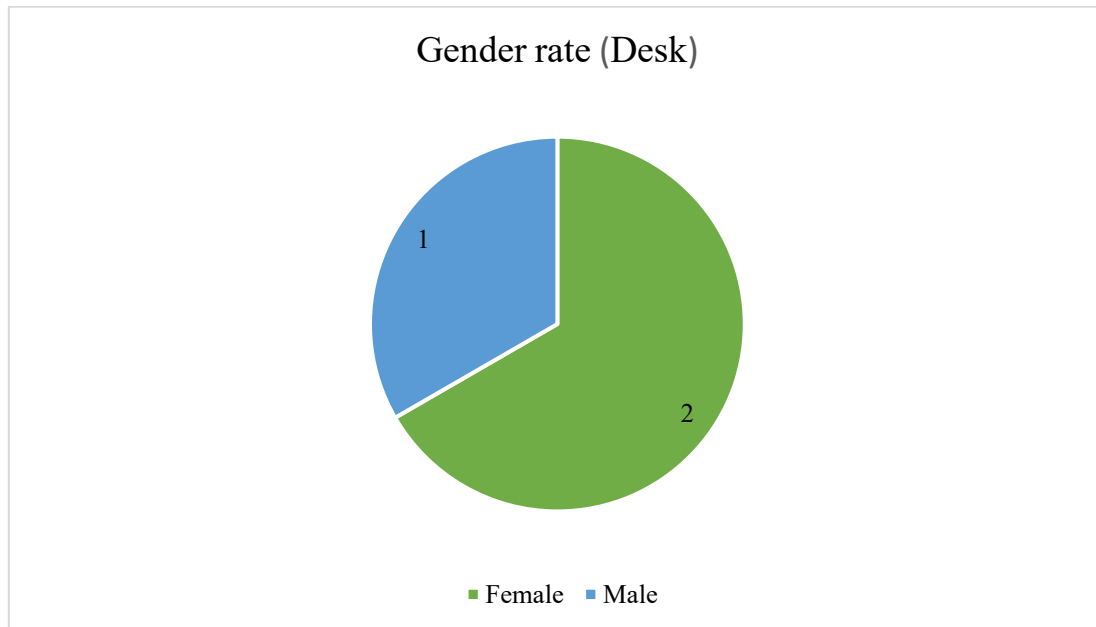
The organisation actively works to prevent all forms of discrimination, harassment, and gender-based violence, including sexual harassment, by maintaining clear standards of conduct, transparent procedures, and a culture of zero tolerance. ENRICH GLOBAL is committed to providing a safe, respectful, and inclusive working environment in which all staff members, in-house consultants, interns, and collaborators are treated with dignity and fairness.

ENRICH GLOBAL recognises gender equality as a key driver of excellence, innovation, and societal impact. The organisation therefore supports the systematic consideration of gender aspects in research, innovation, education, and capacity-building activities where these are relevant to project objectives and target groups. This includes encouraging gender-sensitive approaches in project design, implementation, monitoring, and dissemination.

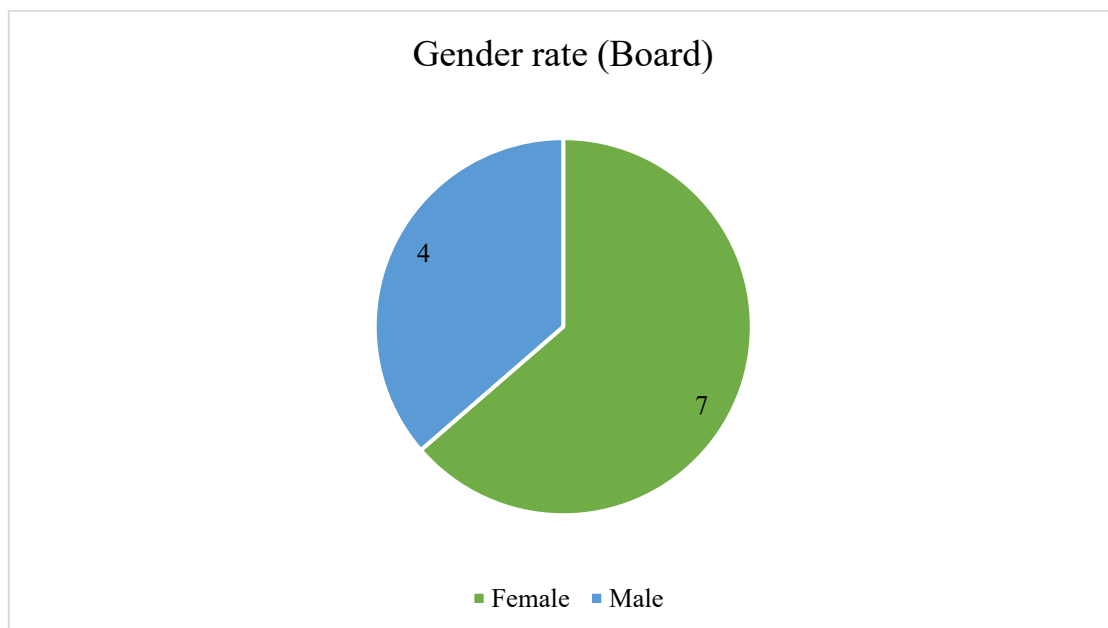
This commitment is embedded in ENRICH GLOBAL's organisational values and operational practices and is supported by leadership at all levels. It is aligned with European Union values, relevant national legislation, and the objectives and requirements of the Horizon Europe framework, as well as broader EU strategies on gender equality, diversity, and inclusion.

3. Institutional characteristics

ENRICH GLOBAL operates with a lean organisational structure. The core operational unit ([Desk](#)) consists of three members, of whom two are women and one is a man. The President of the organisation is a woman, providing female leadership at the highest executive level.



[The Board of ENRICH GLOBAL](#) is composed of eleven members, including seven women and four men. This composition reflects a higher representation of women within the organisation's strategic and decision-making bodies.



6. Action plan

Data collection and monitoring

ENRICH GLOBAL collects and maintains gender-disaggregated data on an annual basis for all relevant organisational levels, including the Desk, the Board, and in-house experts involved in the organisation's activities and projects.

The data collection covers, in particular:

- staff and expert composition by gender,
- participation in decision-making and leadership roles within the Desk and the Board,

All data collection, storage, and processing are carried out in full compliance with the General Data Protection Regulation (GDPR) and applicable national data protection legislation. Data are collected only to the extent necessary for monitoring gender balance and equality and are handled confidentially.

The collected data are reviewed once per year and summarised in an internal monitoring note. Where gender imbalances, structural risks, or trends are identified, ENRICH GLOBAL considers and implements proportionate corrective measures, taking into account the organisation's size, structure, and operational context.

Training and awareness raising

ENRICH GLOBAL recognises that maintaining and strengthening gender equality requires continuous awareness and reflection, even in an organisation where equality and inclusiveness are well embedded in everyday practice.

Awareness-raising activities on gender equality, unconscious bias, and inclusive professional conduct are organised when relevant needs are identified. The gender equality officer is responsible for ensuring that attention is given to these topics and for deciding on the initiation of such activities with and for the Board and the Desk. When appropriate, awareness-raising is integrated into internal events, such as the ENRICH GLOBAL Innovation Day, and supported by curated online training materials and resources, including those provided by the European Commission.

The content and focus of awareness activities are informed by the outcomes of the annual monitoring process and by emerging organisational or project-related needs. Management

ensures that relevant information and key findings are communicated internally in a transparent and appropriate manner, fostering a shared understanding and collective responsibility for gender equality within the organisation.

7. Minimum areas covered by concrete measures and targets

The following areas define the minimum scope of action through which ENRICH GLOBAL ensures the effective implementation of gender equality across the organisation. These principles guide management and governance decisions and are reviewed through the monitoring mechanisms described in this Gender Equality Plan.

Work-life balance and organisational culture

ENRICH GLOBAL promotes a balanced and sustainable working culture that respects individual circumstances and caring responsibilities. Flexible working hours and remote working arrangements are standard practice across the organisation.

Teleworking and adaptable scheduling are actively supported in situations such as family responsibilities, health-related issues, or other circumstances affecting work-life balance. These measures apply equally to all staff members and in-house experts and are embedded in the organisation's culture of trust, autonomy, and mutual respect.

Gender balance in leadership and decision-making

Gender balance in leadership and decision-making is a well-established characteristic of ENRICH GLOBAL. The organisation maintains strong female representation within its executive leadership and governance bodies.

ENRICH GLOBAL is committed to sustaining balanced participation in leadership, boards, and decision-making structures. Selection and appointment processes are transparent and based on competence, experience, and suitability for the role, while encouraging participation from underrepresented genders where imbalances may arise.

Gender equality in recruitment and career progression

ENRICH GLOBAL applies strict principles of non-discrimination in recruitment, task allocation, and career development. All recruitment processes are based exclusively on professional merit, skills, and experience.

The organisation provides equal opportunities for professional development, responsibility, and visibility within projects and networks. Gender, ethnicity, disability, or other personal characteristics are not considered in recruitment or career progression decisions.

Integration of the gender dimension into research and innovation content

Where relevant to project objectives and thematic scope, ENRICH GLOBAL supports the integration of sex and gender analysis throughout the research and innovation process, including project design, implementation, and dissemination.

Although not all projects require a gender dimension, ENRICH GLOBAL ensures that gender aspects are considered when applicable and encourages partners to address these dimensions in line with Horizon Europe guidance and European Commission recommendations.

Prevention of gender-based violence and sexual harassment

ENRICH GLOBAL applies a zero-tolerance policy towards gender-based violence, harassment, and discrimination, including sexual harassment. All staff members, in-house experts, and collaborators are encouraged to report any behaviour they consider inappropriate or unlawful.

Reports are handled confidentially and with due sensitivity. The organisation ensures the protection of individuals raising concerns and applies appropriate internal procedures in line with applicable national and European Union legal frameworks. Where necessary, external authorities or competent bodies may be consulted to ensure lawful and fair resolution.

Declaration

The management of ENRICH GLOBAL declares that this Gender Equality Plan has been developed in accordance with the organisation's values, operational realities, and the needs of its staff and collaborators.

The Gender Equality Plan is publicly available on the ENRICH GLOBAL website and is communicated to all current and future staff members, in-house experts, and relevant collaborators. The principles, rights, and obligations set out in this document are recognised and respected throughout the organisation.

This Gender Equality Plan enters into force on **15 December 2025 until December 14, 2028**. It will be reviewed every year or earlier if significant organisational changes occur. Updated versions will be published on the ENRICH GLOBAL website, and it is free to access.

Contact

For questions, feedback, or concerns related to gender equality and this plan, please contact:

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Valbonne, 15th December 2025.



Dr Svetlana Klessova

President