Gender Equality Plan

2023-2026

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1. Introduction

Ecostack Innovations Limited, as an environmental consultancy and research analytics firm, recognises the integral connection between sustainable environmental practices and social equity. Gender equality is a pivotal component of our commitment to driving positive change both in the workplace and in the broader society. The plan laid out in this document seeks to ensure that gender equality is woven into the fabric of our organizational structure and culture.

This Gender Equality Plan is formally endorsed by the management of Ecostack Innovations Limited.

2. Objectives

1. To foster a gender-neutral work environment where everyone, irrespective of their gender, feels valued, heard, and has equal opportunities.
2. To eliminate any form of gender bias in the recruitment, hiring, training, and promotion processes.
3. To ensure that all our stakeholders, both internal and external, are educated about the importance of gender equality, diversity, and inclusion.
4. To institute effective mechanisms that prevent, address, and redress any form of gender-based discrimination or harassment.

3. Gender Balance in Leadership and Decision-Making

Figure 1 indicates the number of males and females having senior roles at Ecostack Innovations.

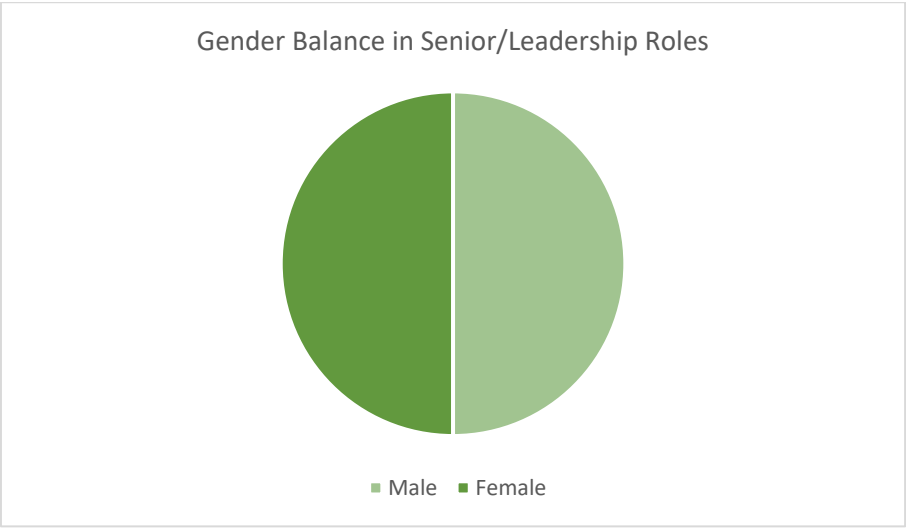

Figure 1. Gender Balance

4. Strategies

3.1. Recruitment and Hiring

- Advertisements for job openings will use gender-neutral language, ensuring no inherent bias towards any gender.
- Job descriptions will be crafted to focus solely on skills and qualifications, without alluding to any specific gender.
- Interview panels will be gender-balanced to ensure diverse perspectives and to minimise unconscious biases.
- We will actively seek to ensure a diverse pool of applicants for all roles, ensuring that qualified individuals from all genders are considered.

3.2. Career Development and Promotion

- Regular reviews will be conducted to ensure that opportunities for career advancement and leadership roles are equally accessible to all employees irrespective of gender.
- Mentorship programs will be established to nurture and guide individuals, especially those from under-represented gender groups, in their professional growth.
- A transparent and bias-free evaluation process will be used for promotions, ensuring that decisions are based solely on merit, skills, and performance.

3.3. Training and Awareness

- Regular training sessions will be conducted for all employees on gender sensitivity, promoting a deeper understanding of gender issues, biases, and stereotypes.
- Workshops on diversity and inclusion will be organised, or employees will be supported to attend external training, which emphasises the importance of creating a more inclusive work environment.
- External experts will be invited to provide insights, updates, and training on global best practices related to gender equality.

3.4. Harassment Prevention

- A clear zero-tolerance policy towards any form of gender-based discrimination or harassment will be instituted.

- An accessible and confidential reporting mechanism will be established, ensuring that victims can report incidents without fear of retaliation.
- Regular audits will be conducted to assess the effectiveness of our policies, and corrective actions will be taken as necessary. Collaboration with external agencies will be considered to assess and audit our gender equality practices and policies.
- Awareness campaigns about the company's stance on gender-based harassment will be organised periodically.

3.5. Work-life Balance

- Flexible working hours and remote work policies will be established to accommodate different life situations and promote a better work-life balance.
- Flexibility in employment conditions will be fostered to ensure that the impact situations that diversely affect gender, such as maternity and paternity leave, as well as family life on employment and employment conditions are minimised.

5. Data Collection and Monitoring

- A dedicated Gender Equality Committee will be established, which will be responsible for overseeing the implementation of this plan. The Gender Equality Committee will consist of a maximum of 2 employee representatives in the Committee and the Company Directors.
- Periodic evaluations will be carried out to measure the success of the strategies laid out in this plan. Annual reporting based on indicators will be developed to provide a comprehensive and data-driven overview of our organisation's progress, highlighting the most critical metrics that reflect our achievements and challenges.
- Feedback from employees will be actively sought to refine continually and improve our gender equality initiatives.

6. Conclusion

At Ecostack Innovations, we believe that a gender-equal workplace is not just a moral imperative but also essential for fostering creativity, innovation, and holistic growth.

This plan serves as our roadmap towards building a future where every individual, regardless of their gender, has an equal opportunity to thrive, contribute, and shape the nature-positive future we all envision. Together, we commit to making Ecostack Innovations a beacon of gender equality in the environmental and sustainability sectors.