

**Energy Community of Apollon**

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**Gender Equality Plan****1. Introduction**

The present Gender Equality Plan (GEP) has been developed by the Energy Community of Apollon as part of its strategy to promote gender equality, ensure a non-discriminatory working environment, and enhance the participation of all genders in all activities of the organization. The GEP serves as a key tool for achieving institutional changes and creating conditions of equal opportunities.

**2. Core Principles & Commitment**

Energy Community of Apollon is committed to:

- the full integration of the principle of gender equality in all its procedures, policies, and practices;
- the prevention of discrimination based on gender, gender identity, or sexual orientation;
- encouraging work-life balance for all staff members;
- the regular collection and analysis of gender-disaggregated data.

**3. Areas of Intervention**

The plan focuses on the following key areas:

**3.1. Gender Balance in Staff and Members**

The following actions are undertaken:

- collection of gender-disaggregated statistical data;
- monitoring the gender ratio in leadership and decision-making positions;
- actions to enhance the presence of underrepresented genders.

**3.2. Work Environment and Culture**

The following actions are undertaken:

- establishment of a zero-tolerance policy on sexual harassment and discrimination;
- awareness-raising and training activities on equality and diversity.

**3.3. Integration of Gender Dimension in Research and Innovation**

The following actions are undertaken:

- encouragement of the integration of gender analysis in the design of research projects;

- training seminars for researchers on the gender dimension in science.

### **3.4. Work-Life Balance**

The Energy Community of Apollon is committed to provide:

- flexible working hours, parental leave, and support measures;
- childcare facilities and services (where feasible).

### **3.5 Strategic Management and Monitoring**

The Energy Community of Apollon is committed to the following:

- appointment of a Gender Equality Officer;
- creation of a Gender Equality Committee to monitor the implementation of the GEP;
- annual review and update of the Plan.

## **4. Data and Transparency**

The Energy Community of Apollon is committed to:

- collect annual gender data for all personnel;
- publish the key findings and progress of the GEP;
- ensure the GEP is publicly accessible through the organization's website.

## **5. Duration – Updates**

This plan covers the period [2025–2030] and will be reviewed annually to remain relevant and effective.