GREEN ICEBERG Sp. z o.o.
Ul. Warszawska 6/32
15-063 Białystok / POLSKA

GREEN ICEBERG GENDER EQUALITY PLAN

1. Introduction and Purpose

GREEN ICEBERG is committed to fostering gender equality, preventing discrimination, and ensuring an inclusive and safe working environment.
This Gender Equality Plan (GEP) fulfils the requirements of Horizon Europe and establishes our principles and procedures for promoting gender equality.

2. Public Availability

This GEP is publicly accessible on our website: https://greeniceberg.eu/

3. Dedicated Resources

Gender equality responsibilities are assigned to the Board of Directors, who ensure:

- Implementation and monitoring of this GEP.
- Integration of gender equality considerations into recruitment, project management, and organisational development.
- Annual review and update of the GEP.

4. Data Collection & Monitoring

We commit to:

- Collecting and analyse sex-disaggregated data annually (employees, applicants, collaborators, advisory boards).
- Monitoring gender balance in recruitment, promotions, and decision-making roles.
- Reviewing gender equality indicators during the annual GEP update.

5. Training & Capacity Building

We commit to:

- Ensuring all employees receive basic training on gender equality, anti-discrimination, and respectful workplace behaviour (online module or external training).
- Including gender equality considerations in project management and research activities.

6. Work-Life Balance and Organisational Culture

We support:

- Flexible working hours including flexible scheduling and part-time options, remote work arrangements, parental leave.
- Family-friendly policies for all employees regardless of gender.
- A culture of respect, inclusion, and zero tolerance for discrimination or harassment.

7. Gender Balance in Leadership and Decision-Making

We commit to:

- Actively encouraging gender-balanced recruitment for leadership roles.
- Ensuring transparent and merit-based decision-making processes.
- Avoiding gender bias in promotions, role assignments, and project leadership.

8. Recruitment and Career Progression

We commit to:

- Using gender-neutral language in job advertisements.
- Ensuring unbiased recruitment procedures (structured interviews, clear criteria).
- Encouraging applications from underrepresented genders.
- Providing equal access to training, development, and career progression opportunities.

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9. Integration of Gender Dimension in Research and Innovation

Where relevant, our research projects will:

- Consider sex/gender variables in research design, data analysis, and reporting.
- Address gender-related impacts of technologies, materials, or innovations.
- Follow Horizon Europe guidelines on gender dimension in R&I.

If a project does not involve human subjects or gender-relevant impacts, this will be explicitly stated.

10. Measures Against Gender-Based Violence and Harassment

We maintain a zero-tolerance policy for gender-based violence, harassment, and discrimination. Procedures include:

- Clear reporting channels (direct reporting to Board).
- Confidential handling of all complaints.
- Immediate action, including external mediation or disciplinary measures.
- Commitment to creating a safe and respectful workplace.

11. Annual Review

This GEP will be reviewed annually by the Board to:

- If need be, update policies as the organisation grows.
- Assess progress using collected data.
- Introduce new measures where needed.

Digitally signed by
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Rafael Popper
President

Signature Not Verified
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Data: 2026.08.26 12:38:11 CEST

Michal Towpik
Vice-president