

Gender Equality Plan – Enoros Consulting Ltd

1. Executive Summary

At Enoros Consulting Ltd, we firmly believe that equality is a cornerstone of excellence, innovation, and sustainability. Our Gender Equality Plan (GEP) reflects our ongoing commitment to ensuring that all employees, collaborators, and stakeholders experience a working environment built on respect, fairness, and equal opportunities.

The GEP is designed not only as a policy document but as a living framework that guides our organisational culture and daily operations. By embedding gender equality across our structures, processes, and activities, we seek to foster inclusiveness, improve career prospects for all, and actively eliminate barriers that may result in inequality.

2. Our Commitment to Gender Equality

The Enoros GEP is aligned with the European Commission's requirements under Horizon Europe and follows best practices developed through European and national initiatives. It represents both a declaration of values and a roadmap of practical measures to promote a balanced and supportive workplace.

Through the implementation of the plan, we aim to:

- Guarantee a safe and inclusive environment where all individuals are treated with dignity and respect.
- Promote fair representation of genders across roles, decision-making levels, and project activities.
- Provide equal access to training, career development, and leadership opportunities.
- Raise awareness about unconscious bias and challenge stereotypes that may limit participation or growth.
- Ensure that our projects and outputs integrate gender perspectives where relevant, leading to more impactful and inclusive outcomes.

3. Key Building Blocks of Our GEP

Mandatory process-related elements

- **Publication:** This GEP is a formal, public document, endorsed by senior management, and **published on our website in English and Greek.**
- **Dedicated resources:** Enoros allocates resources, expertise, and staff time to implement, monitor, and sustain gender equality measures.

- Data collection and monitoring: We commit to collecting and analysing gender-disaggregated data on staff, roles, and progression, with regular reporting based on clear indicators.
- Training: We will provide awareness-raising sessions and training on gender equality and unconscious bias **for all staff, management, and decision-makers.**

Content-related priority areas


- Work-life balance and organisational culture: We promote flexible arrangements and a supportive culture that respects personal and family responsibilities.
- Gender balance in leadership and decision-making: We encourage balanced representation of genders across leadership roles and project governance structures.
- Equality in recruitment and career progression: Recruitment, promotion, and professional development will be based on merit, with mechanisms to avoid bias.
- Integration of gender perspectives in projects: Where relevant, our research, training, and consultancy work will incorporate a gender dimension.
- Prevention of gender-based violence and harassment: We maintain a zero-tolerance policy towards discrimination, harassment, or violence, supported by clear reporting and response procedures.

4. Monitoring and Continuous Improvement

The GEP is not static; it is subject to regular review and refinement. Enoros will monitor progress annually, evaluate the impact of measures taken, and adapt actions where needed to ensure continuous improvement.

5. Conclusion

With this Gender Equality Plan, Enoros Consulting Ltd reaffirms its dedication to fostering fairness, diversity, and inclusion at all levels of its operations. By embedding these principles into our daily practices, we strive not only to strengthen our organisation but also to contribute positively to the wider European and international community.

 <p>Mr. Kloudas Konstantinos Managing Director</p>	<p><u>September 2025</u></p> <p>Date</p>
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