



NEW HORIZON SRL
A FUTURE FOR EVERYONE

Gender equality plan

1. Introduction and Commitment

New Horizon Srl is committed to promoting gender equality, inclusiveness, and diversity in all its activities, projects, and collaborations. This Gender Equality Plan (GEP) provides a framework to ensure equal opportunities for all employees and collaborators, integrating gender perspectives into our organizational culture, recruitment policies, research activities, and external engagement.

The plan is a formal, public document, approved and signed by top management, and is published on New Horizon's website.

2. Dedicated Resources

- Appointment of a **Gender Equality Officer (GEO)** within New Horizon, responsible for monitoring the implementation of this plan.
- Allocation of **human and financial resources** to support gender-related initiatives, training activities, and monitoring.

3. Data Collection and Monitoring

- Collection of sex/gender disaggregated data for all staff and collaborators on an annual basis (including recruitment, promotions, training participation, and leadership roles).

4. Training and Awareness

- Annual training sessions on gender equality and unconscious bias for staff and management.
- Development of awareness-raising campaigns to promote inclusiveness and respect.
- Encouragement of staff participation in external events, seminars, and courses related to gender equality.

5. Key Areas of Action

5.1 Work-life Balance and Organizational Culture

- Promotion of flexible working arrangements (remote work, flexible hours) where project and client needs allow.
- Encouragement of a healthy work-life balance through workload monitoring and staff well-being initiatives.
- Establishment of a zero-tolerance policy for discrimination or exclusionary practices.

5.2 Gender Equality in Recruitment and Career Progression

- Implementation of gender-neutral recruitment practices, ensuring unbiased job descriptions and inclusive language.
- Requirement for gender-balanced shortlists where feasible in recruitment processes.
- Establishment of transparent promotion and career development criteria to ensure equal opportunities.

5.3 Integration of Gender Dimension into Research and Innovation

- Inclusion of the gender dimension in research content where relevant, particularly in studies or models that involve human, societal, or environmental impacts.
- Systematic evaluation of whether gender considerations are relevant during the project design phase.
- Training researchers to integrate sex/gender analysis in methodologies where appropriate.

5.4 Measures against Gender-Based Violence and Harassment

- Adoption of a clear policy against gender-based violence and sexual harassment.
- Establishment of a confidential reporting mechanism for staff to raise concerns.
- Appointment of a trained contact person to support individuals affected and to follow up on reports.
- Regular awareness campaigns to prevent harassment and discrimination.

6. Conclusion

This Gender Equality Plan is a living document. By implementing it, New Horizon commits to fostering an inclusive, equitable, and respectful working environment, ensuring gender equality not only in organizational management but also in the design and execution of its research and innovation activities.

