



Gender Parity Policy for ESG Consultancy NV

1. Policy Statement

ESG Consultancy NV is committed to fostering an inclusive workplace that promotes and values gender parity. We recognize that gender equality is not only a fundamental human right but also a necessary foundation for a prosperous, sustainable, and equitable world.

This policy outlines our commitment to ensuring equal opportunities for all genders within our organization, encompassing recruitment, compensation, promotion, training, and work-life balance.

2. Objectives

- To ensure equal employment opportunities based on competence and performance, irrespective of gender.
- To achieve gender balance in managerial and leadership positions.
- To implement fair and transparent compensation practices that ensure gender pay equity.
- To foster a work environment that supports work-life balance and accommodates the needs of all employees.
- To provide training and professional development opportunities that support career advancement for all genders.
- To create mechanisms for addressing and preventing gender discrimination and harassment.

3. Scope

This policy applies to all employees, contractors, and consultants of ESG Consultancy NV across all departments and levels of the organization.

4. Actions and Measures

Recruitment and Employment

- Ensure gender-neutral language in job postings and equality in the recruitment process.
- Aim for gender balance in candidate shortlists for all positions, especially in traditionally gender-imbalanced roles or levels.



Compensation and Benefits

- Conduct regular gender pay gap analyses to identify and rectify discrepancies.
- Offer equal benefits to all employees, including parental leave, health benefits, and retirement plans.

Career Development and Promotion

- Implement transparent criteria for promotions and professional development opportunities that eliminate gender bias.
- Encourage and support the participation of underrepresented genders in leadership training programs and mentorship opportunities.

Work-life Balance

- Provide flexible working arrangements, such as remote work options, flexible hours, and part-time opportunities, to support employees' diverse life commitments.
- Encourage all employees to avail themselves of work-life balance options without fear of repercussion or career penalty.

Prevention of Harassment and Discrimination

- Establish clear policies and procedures for reporting and addressing incidents of gender discrimination and harassment.
- Provide regular training for all employees on recognizing, preventing, and reporting harassment and discrimination.

Monitoring and Evaluation

- Appoint a Gender Parity Officer responsible for the implementation, monitoring, and reporting on this policy.
- Conduct annual reviews of workplace gender parity, making adjustments to the policy and its implementation as necessary.

5. Accountability



All managers and employees are responsible for upholding the principles set out in this policy. The Gender Parity Officer, supported by Human Resources, will oversee the policy's implementation and report directly to the CEO on progress and challenges.

6. Complaints and Grievances

Employees who believe they have been subjected to gender-based discrimination or harassment are encouraged to report these incidents according to the company's grievance procedure. [Your Company] guarantees that all complaints will be treated with seriousness, confidentiality, and respect, with prompt and appropriate corrective action.

7. Policy Review

This policy will be reviewed annually to ensure it remains relevant, effective, and aligned with legal and ethical standards, as well as best practices for gender parity.