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nederland

GENDER EQUALITY PLAN

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Document history

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Glossary

Gender is part of a person's social and personal identity. It is typically used with reference to social and cultural differences rather than biological, referring to the characteristics that a culture delineates as masculine/male or feminine/female.

Gender visibility is a term that refers to the visibility of both men and women.

Pay equity means individuals receiving equal pay for work of equal or comparable value and there is no gender bias at any point in the remuneration process (for example at commencement, base salary, out-of-cycle pay reviews, discretionary loadings and bonuses, and movement within the total remuneration range).

Gender Ratio is the number of females and males in a society/work environment

Timeframe of the Plan

Stichting Cenex Nederland considered and agreed the creation and approval of a four-year Gender Equality Action Plan, set to be implemented from October 2022 up to October 2026. This document incorporates and publicises the ethos with which the company has always worked and continues the actions to monitor gender aspects within the organisation.

The Company

Stichting Cenex Nederland is a consulting, research and technology company established in 2018 in the Netherlands. has in depth experience and versatile knowledge across commercial and research areas in reducing environmental impact of all forms of transport. Stichting Cenex Nederland's team consists of interdisciplinary experts with broad knowledge across several sectors; engineers, researchers, data scientists, social and environmental scientists, financial experts, ethical and legal experts who work together to achieve excellence for all stakeholders including customers and partners.

Gender Equality Plan

Introduction

In order to align our company with the EU policies for the promotion of gender equality and the elimination of gender inequality and discrimination, sexual harassment and gender-based violence, this Gender Equality Plan, takes into account the international and national regulatory framework on gender equality. It is based on the analysis of sex-disaggregated data at Stichting Cenex Nederland and presents the basic principles of actions to be implemented over the 2022-2026 period at Stichting Cenex Nederland.

Action Plan

The Gender Equality Plan incorporates organisational priorities to address the gender equality agenda of entities and organisations, whether private or public. It is a soft policy structure that ensures equality among the genders and fair access for the managerial, research, and support staff. It is a framework that encourages the organisations to consider gender and ensure equality measures are encompassed in strategy formulation and decision making.

The first step is to assess the gender equality state in the company, and then start setting up the Gender Equality Plan. Results of the first analysis will allow the identification of any areas that may require intervention, and those that need to be addressed in the GEP. The areas will be prioritised in order of impact and importance as not all of them can be changed and/or addressed at the same time and will depend on the available resources. It is also acknowledged that bringing together members of the company to assess the situation and participate in the creation of the Gender Equality Plan will be advantageous. Furthermore, management and leaders being integral to the process is essential and this will ensure the smooth and effective implementation of the measures that are proposed in the plan. The plan needs to address a variety of issues regarding the organisation's system and community. The main elements for consideration when setting up the Gender Equality Plan are timeline, objectives, measures, and indicators.

Regulatory Framework

International Regulatory Framework

With the European Commission Gender Equality Strategy, the European Commission has committed to incorporating and promoting gender equality actions in research, innovation, technology, and culture. The European Commission bases its strategy on a well-established European regulatory framework which encourages and promotes gender equality in the labour and research sectors.

Legal Entities are encouraged to have a Gender Equality Plan that incorporates indicators and policies regarding gender equality in the company. The Gender Equality Plan is monitored by specific representatives in each entity, it identifies activities and monitoring plans, and sets out organizational priorities for addressing gender equality.

According to the European Commission's guide¹, the mandatory requirements for a Gender Equality Plan (GEP) are as follows:

- It must be a public document: The GEP should be a proper document signed by the manager and the board of directors, and disseminated within the organisation. It should make sure that the entity commits to market gender equality in which it sets clear goals and detailed measures and actions to realise them.

¹ https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en

- It must contain dedicated resources: Resources for the planning, implementation, and monitoring of the GEP, which may include funding for specific positions like Equality Officers or Gender Equality Teams likewise as earmarked working time for tutorial, management, and administrative staff.
- Data collecting and monitoring arrangements must be included: GEPs must be evidence-based and based on sex or gender-disaggregated baseline data obtained across all staff categories. This information should be used to inform the GEP's objectives, targets, indicators, and ongoing progress review.
- Moreover, appropriate parties and monitoring specialists should be designated to supervise and make sure that the plan's dissemination is implemented accordingly

National Regulatory Framework

Stichting Cenex Nederland abides by the national regulatory framework and uses specialists' advisors where this is necessary.

Objectives

The Gender Equality Plan focuses on a set of criteria to make sure it covers all the labour sectors. More specifically, it seeks to monitor and deliver gender equality strategies for the following categories:

- gender equality in decision-making and leadership
- gender equality in recruitment and career progression
- measures against gender-based violence including sexual harassment
- work-life balance and organisational culture

The Gender Equality Plan needs to be approved by the Board of Directors and presented to all members of the company and it must be ensured that all members are aware of the methodology used in the company for gender mainstreaming, as well as the effects of gender bias behaviour. Moreover, the action plan and its main points of focus need to be uploaded on the official website and in promotional material.

Observation of gender mainstreaming will be undertaken in all circumstances and in all departments of the entity, including but not limited to management, human resources, research and

administrative teams, and gender equality must serve as a mantra in the formulation of all strategies, planning and decision making.

Measures to avoid gender imbalance among the employees of Stichting Cenex Nederland

Gender ratio

As of October 2022, 40% of Stichting Cenex Nederland employees are female and 60% are male.

The senior managerial post is held by a female.

Equality in opportunities is a core value to Stichting Cenex Nederland's mission, and balance across genders is a crucial component for the company.

Salaries

To maintain equal pay certification across genders, an internal assessment of the equal pay certification processes will be conducted on a regular basis. The senior manager is included in the Board of Directors and will participate in the internal examination.

Job postings and hiring

When advertising job vacancies and hiring staff, attention is given to ensure that the working group is gender balanced. When positions are advertised it is presumed that applicants are male or female. Each advertised opportunity is open to both males and females.

Retraining

Irrespective of gender, all genders will have equal opportunities for retraining, education, and development, in addition to being able to attend courses held to enhance vocational skills or prepare for other assignment occupations.

Positions in management

Executive role recruitment at Stichting Cenex Nederland will seek to balance roles between males and females as far as is practicable.

Gender visibility in the company

Every effort will be taken to ensure that the ratio of male to female employees of Stichting Cenex Nederland at public events is balanced as far as is practicable with the skill sets of the employees. This is applicable for media, websites, networking, and events. If members of the media desire to interview someone with specific specialist knowledge, Stichting Cenex Nederland will have a list of staff speciality areas available. In addition, employees will keep track of the gender ratio of people

who publicly represent Stichting Cenex Nederland and report the findings to the manager once a year. If a gender gap is identified, measures, such as a seminar on media appearances, will be arranged to address the gap.

Working conditions

Aim: At Stichting Cenex Nederland, every effort will be made to provide equal opportunities for employees and to establish a welcoming environment for people of all genders. Bullying, aggression, and gender-based and sexual harassment, as well as gender-based and sexual assault, will never be tolerated and will be dealt with severely.

Balance of personal life and work

Wherever possible, flexibility should be maintained, for example work facilities and work hours, to enable employees to balance their professional and personal lives. This is especially important to remember when people return to work following maternity and parental leave, illness leave, or leave due to a family emergency.

Status

In undertaking employment activities at Stichting Cenex Nederland, the status of females and males will be as equal as possible, as well as their position in administrative activities. It is permissible to deviate from that condition when this is not practicable.

Promotion material

Stichting Cenex Nederland will ensure that all promotional material from the company depicts both females and males thereby counteracting gender stereotypes.

For each aim, several indicators can be configured to track the implementation and success of the linked actions halfway through (in 2 years) and at the end of the four years (October 2026 - before updating the GEP). Table 1 shows the monitoring indicators that were chosen.

Participation in social activities on an equal footing

Purposeful work will be done to encourage employees to participate in social activities and to ensure that both female and male employees are nominated for trust commissions and administrative positions within Stichting Cenex Nederland, as well as for committees and councils.

Conclusion

Results, leadership, programming, development cooperation, resource tracking and allocation, and gender architecture and parity are all tracked in the Action Plan. Organisational culture, capacity assessment, capacity development, knowledge generation and communication, monitoring and reporting, evaluation, auditing, and coherence are all monitored and reported on.

Stichting Cenex Nederland places a priority on employee ability, ensuring female and male employees have equal access to the same educational and professional opportunities. Biases exist in society that prevent equal opportunities irrespective of gender, Stitching Cenex Nederland has set a number of goals to strengthen and maintain the already positive aspects (for example, in the areas of sexual harassment and work-life balance) and seeks to address weaknesses identified alongside contributing to the development of gender equality in society.

Aims and initiatives for Stitching Cenex Nederland

The following five areas are the focus for the period of Gender Equality Plan;

- Recruitment and career development
- Leadership and decision – making
- Gender perspective
- Reconciliation of professional and personal and family time
- Sexual harassment

Key Performance Indicators set include the following:

Table 1 - Key Performance Indicators

Aim	Promoting gender balance in administrative positions	Applying gender sensitive recruitment procedures	Promoting gender balance in the company	Promoting equal development competence in the company	Promoting females in leading positions	Incorporating gender perspective in decision making	Work environment Free of sexual harassment
KPI	Number of females/males in the administration department.	Ensure that all positions are open irrespective of gender.	Gender ratio in the company	Presence of a mentoring programme for new employees	Percentage of females/males in senior positions	Number of projects where gender-perspective is included in the sustainability assessment.	Number of sexual harassment cases
KPI		Shortlist job applicants regardless of any gender		Percentage of employees moving from junior to higher positions	Percentage of parent – employees leading projects		
KPI		Conduct job interviews by applying an inclusive and non-discriminating language (gender, marital status, sexual orientation, nationality etc.)					

The above indicators will be used to assess the extent of success of the GEP in Stichting Cenex Nederland and will function as references to achieving the Gender Equality Plan.

Recommendations

Stichting Cenex Nederland strives to:

- Promote the use of inclusive language in the workplace
- Highlight the importance of gender equality in all meetings
- Condemn the use of stereotypes in the workplace based on gender, nationality, sexual orientation, religion, and any other personal characteristics
- Ensure that employees have the opportunity to provide feedback on the Gender Equality Plan (GEP)

For further information or clarification please contact us:

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References

[Gender equality in research and innovation \[europa.eu\]](https://europa.eu)



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