

Gender Equality Plan (GEP)

Organisation Details

Organisation name: Impact4Founders UG

Country: Germany

Organisation type: SME

Date of adoption: 2026, March 2nd

Version: 1.0

1. Public Commitment to Gender Equality

Impact4Founders UG (haftungsbeschränkt) is committed to promoting gender equality, equal opportunities, and an inclusive working environment free from discrimination and harassment. This Gender Equality Plan (GEP) establishes the principles, actions, and monitoring mechanisms through which the organisation ensures compliance with Horizon Europe eligibility requirements and relevant EU and national legislation.

This plan is formally endorsed by the management and applies to all current and future activities, including recruitment, working conditions, decision-making, and organisational culture.

Given the small size of the organisation, the plan is designed to be **proportionate**, **pragmatic**, and **scalable** as the organisation grows.

2. Dedicated Resources and Responsibilities

Responsibility for the implementation, monitoring, and periodic review of this Gender Equality Plan lies with the **Managing Director / Founder**.

As the organisation expands, gender equality responsibilities will be integrated into future HR or management roles as appropriate. Time and organisational attention are considered the primary resources at this stage.

3. Data Collection and Monitoring

The organisation commits to collecting and monitoring **sex-disaggregated data** in a proportionate manner.

Current baseline (2026):

- Total staff: 1 (plus 3 freelancers)
- Gender distribution: 100% women

- Management/decision-making roles: 1 woman

Monitoring approach:

- Workforce composition (by gender)
- Recruitment and promotion decisions (when applicable)
- Pay and contractual conditions (when applicable)

Data will be reviewed **annually** or upon any change in staff composition. As the organisation grows, more detailed indicators may be introduced.

4. Training and Awareness

The Managing Director has completed specialized training on unconscious gender bias in recruitment and staff selection to ensure fair and inclusive hiring practices.

Given the current organisational size, formal training programmes are not proportionate at this stage. However, the organisation commits to:

- Staying informed on EU and national gender equality standards
- Integrating gender equality considerations into future onboarding and management practices
- Maintaining and updating gender equality and unconscious bias awareness through regular self-study or professional development.

5. Thematic Areas and Planned Actions

This GEP addresses all **five mandatory thematic areas** required under Horizon Europe.

5.1 Work–Life Balance and Organisational Culture

- Flexible working arrangements are supported by default.
- Organisational culture is based on trust, autonomy, and respect.
- Future policies will explicitly support work–life balance for all genders.

5.2 Gender Balance in Leadership and Decision-Making

- Currently, all decision-making rests with the founder.
- As the organisation grows, recruitment for leadership or advisory roles will actively support gender balance and equal opportunities.

5.3 Gender Equality in Recruitment and Career Progression

- Recruitment processes (when applicable) will be transparent and gender-neutral.

- Selection criteria will be based solely on competence, experience, and relevance.
- Job descriptions will avoid gender-biased language.

5.4 Integration of the Gender Dimension in Activities

- Gender considerations will be reflected where relevant in project design, communication, and stakeholder engagement.
- For CSA activities, attention will be given to inclusive representation in events, panels, and dissemination activities.

5.5 Measures Against Gender-Based Violence, Including Sexual Harassment

- The organisation maintains a zero-tolerance approach to any form of harassment or discrimination.
- As staff numbers increase, a formal code of conduct and reporting mechanism will be introduced.

6. Implementation and Review

This Gender Equality Plan:


- Is **formally adopted** by management
- Is **implemented immediately**
- Will be **reviewed at least every two years**, or earlier if organisational changes occur

Updates will reflect organisational growth, legal developments, and Horizon Europe guidance.

7. Transparency

This Gender Equality Plan can be made available to funding bodies, auditors, and project partners upon request. The document is published under the web site www.impact4founders.com/gep.pdf

Signature



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Organisation: Impact4Founders UG

Date: 2026, March 2nd