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# EnAccess Gender Equality Plan

The EnAccess Foundation is committed to gender equality within its workforce, and across the innovation system as part of its wider focus on equality, diversity and inclusion. A dynamic, diverse and inclusive environment is critical to our success and excellence in accelerating universal energy access. Our unwavering commitment to gender equality drives us to create a workplace where every individual is valued, empowered, and treated equitably.

We consider gender equality an essential part of building a fair and sustainable future. This equality plan acknowledges that “gender equality is about non-discrimination and the protection of fundamental human rights”. With that in mind, we recognise that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence. At EnAccess no discriminatory behavior by any employees, management or board members, in internal or external communications or actions will be tolerated. In the frame of EnAccess’s possibilities this will also apply to sub-contractors.

## Gender Equality Measures

To achieve effective equality of treatment and opportunity between genders, promoting the elimination of discrimination based on sex and fostering reconciliation between personal, family and professional life, EnAccess has approved and implemented rules, policies, procedures and internal mechanisms. The Gender Equality Plan intends to be a living document that will be updated regularly to reflect learnings and evolutions within the Organization and the general public.

### **Organizational culture and work-life balance**

- Gender inclusion aspects and considerations are integrated into planning and strategy across the organization.
- Utilize multimedia resources, including videos, case studies, and interactive activities, to engage staff and facilitate meaningful discussions on gender-related issues and inequalities.

- Remote work and flexible working hours are guaranteed to any employee and consultant of EnAccess to allow healthy balance between family and work, alleviating structural and societal disadvantages.

### **Gender balance in leadership and decision-making**

- Set a target of achieving 50% gender balance within the workforce and in leadership roles.
- Identify and nurture high-potential women employees, and provide targeted training, mentoring, and coaching to equip them with the skills and confidence needed to take on leadership roles.
- Implement policies that address work-life balance, parental leave, and childcare support to enable women to balance leadership responsibilities with family commitments.

### **Gender equality in recruitment, career progression and events**

- Ensure that our job descriptions and requirements are free from gender bias and inclusive of diverse backgrounds.
- Allow a flexible work policy that accommodates various life stages, caregiving responsibilities, and personal commitments.
- Strive gender equality in our webinars and events by promoting women speakers.

### **Measures against gender-based violence, including sexual harassment**

- Develop a comprehensive Gender-Based Violence and Harassment Policy that defines prohibited behaviors, outlines reporting procedures, and ensures confidentiality for victims.
- Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment.
- Work collectively to combat bias and stereotypes.

## **Accountability and Responsibility**

All of our staff members, regardless of function or location, are responsible for the implementation of the requirements outlined in this policy. These requirements are reflected in recruitment processes, job descriptions and performance reviews of staff at all levels and in the way we hold each other to account. Senior managers are accountable for

this policy, and the implementation monitored by the Board. An appointed equality officer has the responsibility to communicate the gender equality plan internally and initiate corrective action when discrimination is observed or reported. Moreover, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments.

The equality officer is expected to collect data disaggregated by sex and other relevant variables, and to review and reflect on the gender aspects of the respective areas of work. Such action will help ensure the integration of gender considerations in all of EnAccess' work.

## Conclusion

By diligently executing this detailed Gender Equality Plan, EnAccess is steadfastly working towards a workplace where gender equality is not only a principle but a lived reality for all members of our team.

*Reviewed and approved by Senior Management*