2024 - 2026

Gender Equality Plan

THRIVE
INSTITUTE

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Introduction

The Gender Equality Plan (GEP) is a strategic document that publicly commits to advancing gender equality within THRIVE Institute. It outlines clear objectives and specific priorities to be pursued, providing a roadmap for their effective implementation. Additionally, the GEP serves as a comprehensive diversity and inclusion strategy, fostering an environment where all individuals can thrive within our organization.

This GEP will cover the next 2 years and will guide THRIVE in not only raising selfawareness of gender equality issues, but also addressing unconscious biases. The GEP is set up in line with the priority of the European Commission to improve gender equality within R&I organizations.

Diversity in regards of age, culture, physical ability, sexual orientation, and multilingualism, is encourage within our team and promoted towards the stakeholders we partner with.

The GEP will be implemented over two years (2024- 2026). The objectives and implementation status of the GEP will be assessed yearly and reviewed accordingly considering the analysis of the context given each year in the Gender Equality Report.

The structure of the plan is in line with the five minimum areas indicated by the European Commission:

1. recruitment and career progression
2. gender equality in decision-making processes
3. training and development initiatives
4. family-friendly measures aimed at a better work-life balance
5. prevention of harassment

The first focus area aims to ensure gender equality in recruitment and career advancement by promoting equitable practices in assessment and selection committees. The second area emphasizes achieving gender balance in decision-making processes. The third area concentrates on in-house training, striving for comprehensive engagement throughout the organization by leveraging existing gender knowledge, expertise, policies, and ongoing initiatives. The fourth area focuses on work-life balance, which encompasses policies related to parental leave, maternity leave, childcare, and various forms of family leave. It also includes flexible working hours arrangements. And the last criteria focuses on the prevention of harassment at all times by raising awareness and implementing procedures to deal with it accordingly.

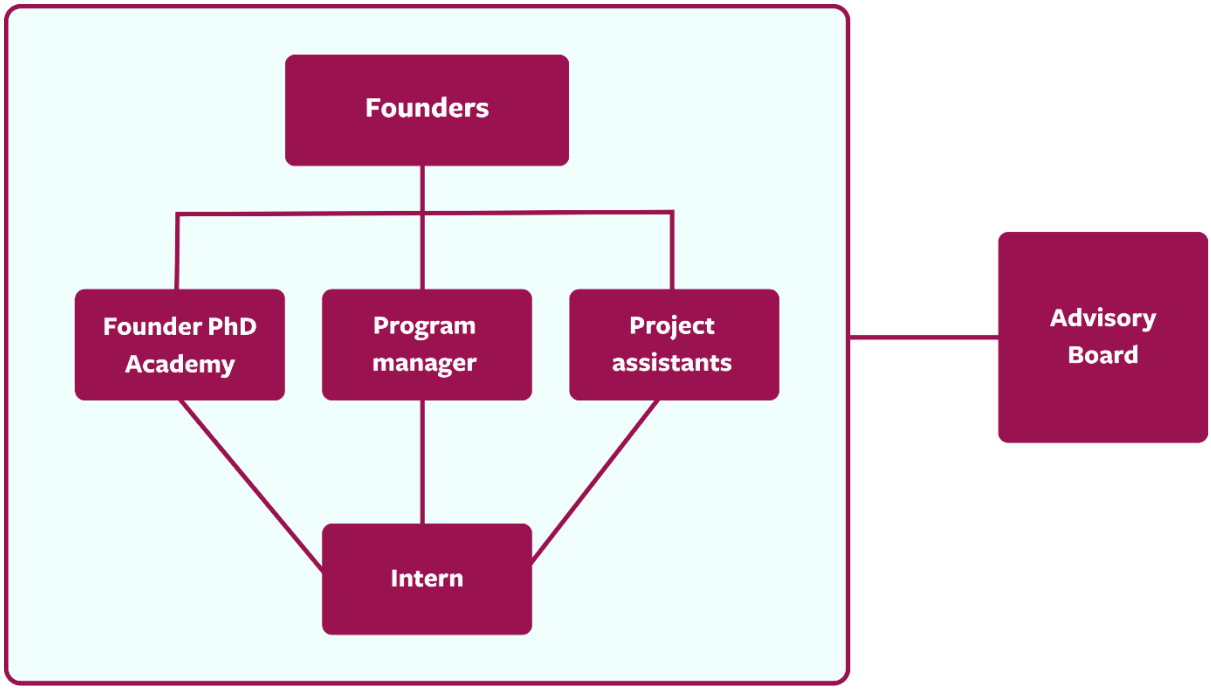
As an impact-first organization we at THRIVE Institute are committed to fostering an diverse, inclusive and equitable work environment. THRIVE Institute is dedicated to ensuring gender equality and creating a workplace where everyone can thrive regardless of their gender. Through this Gender Equality Plan (GEP), we aim to build an inclusive, respectful, and equitable environment for all employees.

About THRIVE

THRIVE Institute is a Rotterdam-based think tank for societal impact. Together with our clients across industries, THRIVE conducts impact research and training to equip organizations and professionals to maximize their societal impact.

At THRIVE we believe that the key to making a lasting impact is by equipping our stakeholders with the knowledge and skills they need to become change makers. Our expertise spreads out over two main areas: thriving social ecosystems and valorisation.

Current status



THRIVE Institute as of November 1 2026 consists of 6 people of which 5 women and 1 men. 1 of which are full time employees under a labour contract (1 women) while 3 (3 women) are working for THRIVE under either parttime or freelance agreements. Additionally, our company has two founders (1 woman and 1 man). Amongst each other these persons have 3 different nationalities. THRIVE is strongly committed to promoting equal opportunities, fostering diversity, and supporting inclusion throughout its recruitment and selection processes, creating a fair and welcoming environment for all.

An evaluation of the results obtained by the plan will be carried out after its implementation and reviewed annually with our team.

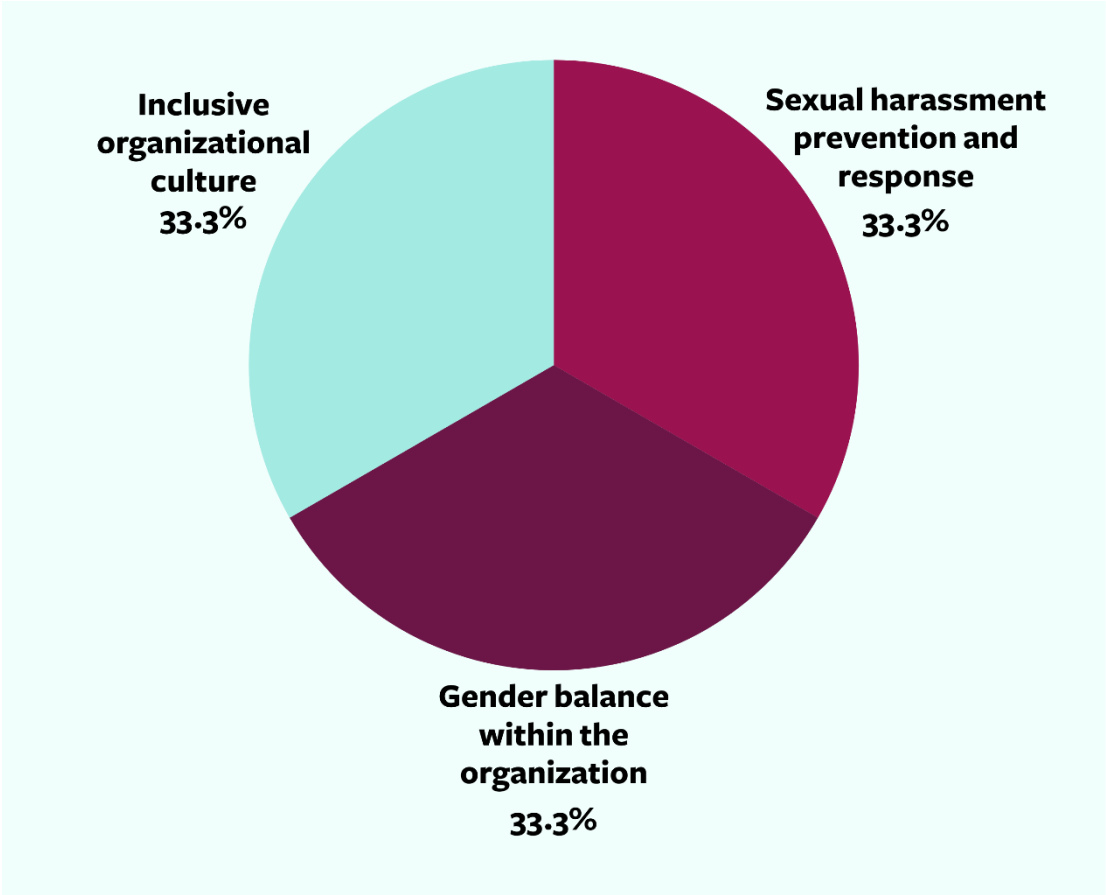
THRIVE's GEP objectives are as follows:

1. Promote gender equality in all areas of the organization

2. Respect the principle of equal opportunities without any discrimination based on gender, race, birth, opinion or sexual orientation.

Key areas of gender equality

Our GEP outlines our dedication to promoting gender equality across all levels of our organization. We will continuously communicate the principles and actions outlined in this plan within our organization to ensure awareness and engagement by all our employees. Our Gender Equality Plan is monitored and implemented by our appointed Gender Equality Officer (GEO). The GEO is responsible to ensure our targets across the following equality areas:



1. Gender balance within the organization

- Organizing training and development programs to build internal capacity for promoting gender equality.

By the end of the year all employees are required to complete a gender equality course provided by THRIVE Institute.

- Collecting and analyzing sex-disaggregated data on our personnel regarding equal pay, recruitment by gender, gender distribution across the roles in our organization .

The GEO is responsible for collecting and analyzing sex-disaggregated data about all personnel regarding recruitment, equal pay, and gender distribution across the roles in our organization. These insights are provided to all employees during Diversity and Inclusion meetings hosted three times a year.

- Ensure transparent and equitable recruitment and promotion processes.

At THRIVE, we are committed to transparent and equitable recruitment practices that provide equal opportunities for all candidates, regardless of gender. We ensure that job postings are advertised in diverse platforms and networks to reach a wide range of candidates. We also aim to use clear, objective criteria for job descriptions to avoid gendered language and ensure they focus on skills and qualifications relevant to the role. We strive to eliminate biases in the hiring process, ensuring a diverse and balanced workforce.

Promotions are based solely on dedication and effort, fostering a fair and inclusive workplace where every employee has equal access to advancement opportunities. As an impact-first organization, we prioritize creating an environment that supports growth and equality for everyone.

2. Inclusive organizational culture

- Implementing flexible working hours.

Every employee is expected to complete their tasks within the hours specified in their employment contract. However, the scheduling of these hours is determined collaboratively by the employee and top management, allowing for flexibility to accommodate individual needs and preferences.

- Encourage mentorship to support female employees in leadership aspirations.

As strong advocates for female leadership roles, we provide every employee with access to an assigned mentor who offers guidance on career development. This mentorship relationship focuses on building skills, expanding professional networks, and navigating career advancement opportunities. Through regular interactions and personalized support, mentors help female employees achieve their leadership aspirations and contribute to a more inclusive and diverse leadership team.

3. Sexual harassment prevention and response

- Implement clear policies and procedures for reporting and addressing incidents of gender-based violence and harassment.

Establish and communicate explicit policies outlining zero tolerance for sexual harassment and gender-based violence. Provide detailed procedures for reporting incidents, ensuring they are straightforward and accessible. This creates a safe environment where employees feel confident and supported in coming forward with their concerns.

- Provide training to all employees on recognising, preventing, and responding to sexual harassment.

Offer training sessions for all employees to educate them on the signs of sexual harassment, prevention strategies, and appropriate responses.

Conclusion

The successful implementation of this GEP requires the active involvement of all members of our organization. Our GEO will oversee the execution of this plan, working closely together to ensure alignment with our goals. We will regularly review and update this GEP to reflect new insights, feedback, and changes in the organizational context. In our workplace, we always foster open discussions, where everyone's opinions and views regarding gender and sexuality are respected.

We will report on these indicators annually during our end of year meeting to assess our progress and identify areas for improvement. These insights will be made available to all employees, ensuring transparency and accountability.