

Gender Equality Plan (GEP)

February 2022

1. Context

WavEC has developed a Gender Equality Plan which aims to promote good practices within the scope of gender equality, applicable to both its employees and the members of its governing bodies, and remains committed to its continuous implementation, monitoring and improvement.

The Gender Equality Plan is aligned with the requirements and/or recommendations of the United Nations (Sustainable Development Goals of the 2030 Agenda), European Commission (Horizon Europe) and at the national level, with the National Strategy for Equality and Non-Discrimination 2018-2030 – Portugal + Equal (ENIND), published in May 2018 (Council of Ministers Resolution No. 61/2018).

2. Principles

WavEC develops and implements a corporate strategy that focuses on and invests in the merit-based development of its people, adopting an approach that aims to ensure sustainability in people management, namely concerning to equal opportunities, regardless of gender, ethnicity, age, religion or sexual orientation.

3. Action Plan

Objectives	Measures	Responsible	Indicators
Mission and values			
Ensure the implementation of the plan for gender equality, its monitoring, follow-up and sustainability	Annual monitoring of the plan	Board of Directors	Inclusion, whenever possible, data disaggregated by diversity variables (e.g., gender, age, etc) in institutional information and documents (e.g. RGC)
Engage all employees in the implementation of the plan for gender equality	Sharing with employees relevant indicators about gender equality	Head of Communication	Evidence of internal and external communication (e.g. "Informative Note")
Equal access to employment			
Contribute to a fair and objective selection and recruitment process for men and women	Ensure that there is no gender differentiation in the evaluation criteria, and address diversity and inclusion aspects	Human Resources	Recommendation created and shared with the teams involved in the recruitment process

Training & Research			
Promote a culture of equality between men and women in the workplace	Inclusion of a module related to the topics of gender equality in the training plans	Human Resources	Evidence of the training content provided on gender equality
Integration of the gender dimension into research	Inclusion of a module related to the topics of gender dimension into research	Human Resources	Evidence of the training content provided on gender dimension in research
Equal working conditions			
Encourage balanced participation of men and women in decision-making roles	Carrier Plan with no discrimination of gender on salaries and carrier development	Board of Directors	Annual internal review with the evolution of WavEC salaries and carrier development by gender
Ensure a work environment free from discrimination	Regular assessment of the employees' perceptions regarding gender equality in the organisation	Human Resources	Evidence of internal surveys carried out and respective conclusions
Balance between professional and personal life			
Promote the balance between professional, family and personal life of employees	Encouraging the adoption of flexible working practices already in place	Board of Directors	Flexible work schemes in place
Prevention of harassment in the workplace			
Ensure the prevention and fight against harassment at work	Existence of a code of conduct to prevent and combat harassment at work	Human Resources	Evidence of the document made available on WavEC website

4. Monitoring plan execution

The execution of WavEC's Gender Equality Plan will be subject to a systematic follow-up process in order to monitor the effectiveness of its actions, identifying potential areas of improvement or new measures to be implemented.

For this purpose, WavEC assigned a group with multidisciplinary skills and composed of the Coordinators of each Area, whose members are gender balanced, the responsibility of:

- Guaranteeing and monitoring the implementation of the measures detailed in this plan;
- Adopting an active role in the debate and sharing of trends and good practices in the field of gender equality;
- Proposing reinforcement measures, when necessary;
- Promoting, raising awareness, ensuring this topic is highly visible within the organisation.

President of the Board of Directors,

