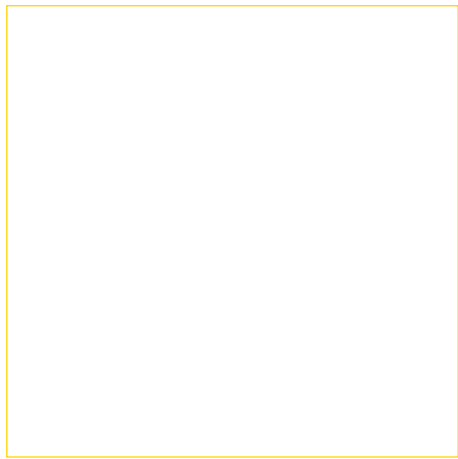
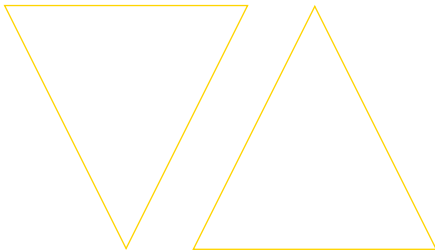


Gender Equality Plan

2024-2030



The aim of the Gender Equality Plan (hereinafter *GEP*) of Evaluation Agency Baden-Wuerttemberg (EVALAG) is to ensure equal opportunities and guarantee a supportive work environment for all employees of EVALAG, irrespective of gender as well as sexual orientation, nationality, age, and other characteristics. EVALAG proceeds from the principles of gender diversity equality in all activities without compromising on competence and quality.

The aim of EVALAG is to pay more attention to the aspects of gender diversity in all its activities, and thus contribute to promoting gender diversity equality as well as implementing a clear antidiscrimination. The responsibility of promoting gender diversity equality is shared by all departments of EVALAG.

The GEP is based on years of EVALAG practice in gender mainstreaming and discussions between the employees in retreat meetings and a descriptive-statistical data collection on the composition of the staff (see Table 1).

	Total	Women	%	Men	%	Diversity	%
Council	10	5	50	5	50	n/a	
Management (CEOs)	2	2	100	0	0	n/a	
Administration (Administrative Management, Accounting, IT)	5	3	60	2	40	n/a	
Evaluation, Accreditation, Counseling	16	13	81	3	19	n/a	
Total	23	18	78	5	22	n/a	

Table 1: Composition of EVALAG employees (July 2024)

Specific activities for achieving the set objectives and the employees responsible for them shall be stipulated in the business distribution plan (schedule of responsibilities including substitutes) of EVALAG. Meeting the set objectives will be covered in the annual reports. The Department 1 (Consulting, Evaluation and Organisational Development) with its experts is responsible for executing and monitoring the GEP.

Subsequently, the objectives and underlying principles of the GEP, as well as the measures which will be proposed and adopted by EVALAG to meet the set objectives, are listed. Proceeding from the activities and possibilities of

EVALAG for improving the state of gender diversity equality, the five main objectives for the period 2024-2030 are as follows:

- Raising gender awareness among the employees and among the members of the panels and committees of EVALAG
- Adhering to the principles of equal treatment
- Improving gender diversity balance among the employees and the members of the panels, committees, and among other experts
- Implementing a gender-sensitive communication strategy
- Ensuring equal opportunities and a supportive work environment for the employees of EVALAG

Raising gender awareness among the employees and among the members of the panels and committees of EVALAG

To make fair and inclusive decisions, gender awareness is of utmost importance for the members of the panels and committees, the management, and other employees of EVALAG. Increased awareness helps to prevent discrimination and ensures making fairer decisions. Gender awareness also contributes to achieving all other objectives of EVALAG's GEP.

For ensuring a better understanding of gender diversity equality among the employees as well as among the members of the panels and committees of EVALAG, we will:

- Improve competences for staff and decision-makers regarding gender diversity equality, including by participating in training courses.
- Integrate the aspects of gender diversity into the further education training courses we organise, if applicable.
- Assemble existing and compile new need-based information materials on gender diversity and equality treatment, incl. materials on the importance of considering unconscious bias and integrating the gender diversity dimension in evaluation, accreditation and cooperation projects in the working field of EVALAG.
- Share our experiences, good practices, and developments regarding gender diversity and equality within our organisation, including in in-house seminars, online seminars, workshops, etc.

Adhering to the principles of equal treatment

EVALAG supports equal treatment of all people, refraining from any form of discrimination based on gender diversity and sexual orientation as well as nationality, age, handicap and other characteristics also considering individual experiences of intersectionality. Among other things, EVALAG pays particular attention to the impact that being on parental leave or having relatives

in need of care or needing childcare has on one's career. To ensure equal treatment and support an adequate work-life balance, we will:

- Examine our rules and regulations to guarantee that they ensure equal opportunities for everyone.
- Take into consideration a leave of absence from work, such as a parental leave, in the preparatory materials relating to making decisions.
- Adhere to the principles of equal treatment and proceed only from established criteria when making decisions.
- Collect feedback on the adherence to the principles of equal treatment in the decision-making processes (e.g. diversity and anti-discrimination are addressed as part of 360-degree feedback for the annual employee appraisals).

Improving gender diversity balance among the employees and the members of the panels, committees, and among other experts

The aim of EVALAG is to reach an adequate gender diversity balance among the employees, the members of the decision-making bodies, advisory bodies, and committees as well as among other experts working for EVALAG, without compromising the competence of the involved persons. Among the employees and the members of the panels and committees, we consider an approximately equal representation of all gender (f/m/d) to have a good gender diversity balance. We will keep this principle in mind when recruiting employees and composing any of our panels.

To achieve a greater gender diversity balance among the employees and the members of the panels, committees, and other experts, we will:

- Consciously pay attention to gender diversity when recruiting employees and searching for the experts.
- Prefer a candidate of underrepresented gender (f/m/d) if the candidates are of equal standing.
- Collect data highlighting the aspects of gender diversity in the processes of recruiting employees and searching for the members of the panels and other experts to acknowledge the issue more widely, including statistical overviews and guidelines, if applicable.

Implementing a gender-sensitive communication strategy

Gender equality will also be promoted through communication activities. EVALAG will remain gender-aware in all our channels of communication and will:

- Monitor our use of language and refrain from reproducing gender stereotypes.
- Monitor the representation of gender diversity (f/m/d) in illustrative materials.
- Proceed from the principles of gender diversity when writing press releases, news, profile articles, etc.
- Try to ensure gender diversity balance among the speakers at public events, if possible. As is the case with decision-making bodies, we consider an approximately equal representation of all gender (f/m/d) to be a good gender diversity balance.
- Emphasise the need to underline the aspects of gender diversity in various materials and statistics: the data, wherever possible, will be disaggregated by gender.
- Regularly collect data for core indicators of gender diversity equality and publish them on our website, if appropriate.

Ensuring equal opportunities and a supportive work environment for the employees of EVALAG

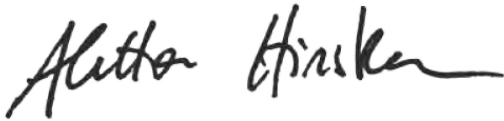
Pleasant work environment, good working conditions, and a diverse team are important for the effective functioning of an organisation and for employee satisfaction. In terms of gender diversity equality, we will pay attention to the following aspects:

- Monitor the gender distribution among the employees, incl. across different positions.
- Proceed from the principle that each employee will receive a fair remuneration that is both internally and externally equitable. The remuneration and possible pay gap across different positions is analysed regularly.
- Consider the needs of the employees to maintain a good work-life balance: offer flexible working arrangements and, if necessary, allow working from home. In case of regular remote work, individual risk assessments are compiled to ensure the working conditions that foster the health and wellbeing of the employees.
- We care about the psychological and physical safety of the employees. We have zero tolerance for acts of workplace bullying and harassment, incl. gender-based violence. To tackle possible incidents of workplace bullying and harassment, we are developing and

implementing a protocol, also ensuring the discretion of the victim and access to professional help.

- Support the personal development and career progression of all employees, regardless of gender and other characteristics. It is possible for the employees to participate in specialized training courses (e.g. Further Education Diversity; Unconscious Bias Training) and equal opportunities for career advancement are guaranteed for all employees.

The first version of the GEP has been reviewed by the Management of EVA-LAG on 4 July 2024. The next revision will take place in the fourth quarter of 2025.



Dr. Aletta Hinsken
Stiftungsvorständin / CEO



Dr. Sibylle Jakobowicz
Stiftungsvorständin / CEO