

## **Gender Equality Plan (GEP)**

### **Statement of Commitment**

Black Reiver Consulting is firmly committed to cultivating a fair, inclusive, and respectful workplace where all individuals—regardless of gender—have equal opportunities to thrive and contribute to the Company's success. Our Gender Equality Plan is rooted in the belief that diversity enriches our culture, drives innovation, and strengthens our impact. We pledge to integrate gender equality principles into every facet of our organisation, from recruitment and professional development to leadership and governance. Through transparent policies, data-driven decision-making, and regular evaluation, we strive to eliminate barriers, challenge biases, and foster an environment where everyone can reach their full potential.

### **Dedicated Resources**

To ensure meaningful progress, Black Reiver Consulting allocates dedicated resources to the implementation and ongoing development of our Gender Equality Plan. These resources include appointing a Gender Equality Lead, who is responsible for coordinating initiatives, supporting staff, and monitoring outcomes. We established a standing working group—comprised of representatives from across the organisation—to advise on strategy, champion best practices, and act as ambassadors for gender equality. Furthermore, we will invest in tools, training, and communication channels designed to facilitate open dialogue, raise awareness, and reinforce our commitment at every organisational level.

### **Data Collection and Monitoring**

Our approach to data collection and monitoring is systematic and comprehensive. We gather quantitative and qualitative data to assess gender representation and equity across all levels of the organisation. Key indicators will be tracked, such as:

- Workforce composition (roles, seniority, departments)
- Recruitment, selection, and career advancement
- Representation in leadership and decision-making bodies
- Staff participation in training and development programs

Annual reports will document progress, identify areas for improvement, and outline corrective measures.

### **Training and Awareness Raising**

To deepen impact, our training and awareness-raising programmes are carefully designed to address the unique needs of our workforce and sector. These sessions cover a wide range of topics relevant to fostering an inclusive workplace, equipping staff with the knowledge and skills necessary to identify and challenge barriers to gender equality. Sessions are interactive and practical, encouraging reflection and open discussion on lived experiences, organisational structures, and systemic inequities. By embedding these learning opportunities into our ongoing professional development framework, we ensure that gender equality remains a dynamic and integral part of our organisational culture.

The training sessions are focused on:

- Gender equality principles
- Unconscious gender biases
- Prevention and response strategies for gender-based violence and harassment

Training is mandatory for all employees, including those in management and decision-making roles.

### **Specific Measures and Targets**

## **Work-Life Balance and Organisational Culture**

- Introduce flexible working arrangements (telecommuting, flexible hours).
- Regularly assess employee and contractor satisfaction and work-life balance through interviews.
- Develop and implement policies supporting parental leave and family responsibilities equally for all genders.

## **Gender Balance in Leadership and Decision-Making**

- Target a minimum of 40% gender representation in leadership roles by 2027.
- Regularly review decision-making processes to ensure inclusivity and transparency.
- Provide mentorship programs supporting career progression for underrepresented genders.

## **Gender Equality in Recruitment and Career Progression**

- Implement gender-neutral recruitment policies and inclusive job postings.
- Train hiring officers on unbiased recruitment and assessment practices.
- Ensure equitable access to professional development, training, and career advancement opportunities.

## **Integration of the Gender Dimension into Research and Teaching Content**

- Incorporate gender analysis and perspective into research methodologies and project evaluations.
- Ensure training programs and educational materials reflect gender inclusivity and diversity.
- Regularly update curricula and resources to address contemporary issues related to gender equality.

## **Measures Against Gender-Based Violence and Sexual Harassment**

- Establish clear policies and procedures addressing gender-based discrimination, violence, bullying, and sexual harassment.
- Provide confidential reporting channels and ensure victim support mechanisms are readily accessible.
- Implement a zero-tolerance policy for harassment and violence, with clear disciplinary actions.

## **Review and Continuous Improvement**

Black Reiver Consulting established an ongoing process for reviewing the effectiveness of the Gender Equality Plan through regular monitoring, stakeholder feedback, and transparent reporting. Set measurable objectives and use data-driven assessments to identify progress and areas for improvement. Adjust strategies and initiatives in response to new challenges, developments, or findings to ensure sustained commitment to gender equality within the organisation.

## **Approval and Publication**

This Gender Equality Plan has been endorsed by Black Reiver Consulting's top management and is published on our official website, accessible to all staff, contractors, and stakeholders.

Signed,  
Kevin Ian Gray  
Director  
21.07.2025

