



# Gender Equality Plan

2026-2031



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# 1

## Organisational context

As a network of more than 15,000 business angels, early-stage investors, and stakeholders, EBAN is dedicated to fostering the growth and development of the early-stage ecosystem across Europe and beyond. EBAN possesses a comprehensive understanding of the European funding landscape and its challenges, informed by extensive experience. The organization has consistently provided solutions for issues faced by business angels and business angel clubs.

This has been demonstrated through a history of delivering high-quality online courses via the EBAN Academy, as well as through more than 20 EU-funded projects, trainings, and events focused on capacity building for business angels and founders. EBAN's extensive network, comprising 120 members representing over 15,000 individuals, offers a broad and diverse community that can benefit from and contribute to the project.

EBAN is **committed to ensuring gender equality in its governance, staffing, operations, and public-facing activities.** EBAN aims to be a **place of equality and mutual respect among employees,** who shall be **treated fairly and enjoy equal opportunities.** EBAN staff and beneficiaries **shall not be discriminated against based on gender, and have equal access to advancement, training, and responsibility.**

EBAN also promotes gender diversity across the wider early-stage investment ecosystem through initiatives such as the **EBAN Gender Community**. This community supports the visibility of women investors, encourages gender-balanced panels at events, and facilitates the sharing of best practices among network members, complementing the objectives of this Gender Equality Plan beyond the organisation itself.

This **Gender Equality Plan applies to EBAN staff, management, and Board members** (where applicable), as well as to **external experts and beneficiaries involved in EU-funded projects carried out by the organisation**.

It will be **communicated internally** to all staff, **published on EBAN's website and reviewed after 5 years**.

# 2

## Governance, responsibility and resources

### 2.1 Leadership and commitment

EBAN's Director General and Board formally endorse this GEP and commit to its implementation.

Leadership ensures:

- Integration of gender equality principles into HR and governance
- Monitoring of key indicators
- Bi-annual review of progress

### 2.2 Responsible person

The Gender Equality Plan coordinator is responsible for coordinating implementation, collecting monitoring data, preparing annual reports for management, and proposing corrective measures where necessary.

Name: **Rita Anson**

Role: EBAN Board, Gender Community Chair

### 2.3 Resources

Given EBAN's size, implementation will rely on internal HR processes, existing management meetings, low-cost online training tools, and time allocation within regular duties.

# 3

## Data collection and monitoring

EBAN commits to collecting and reviewing sex-disaggregated data annually where feasible and proportionate.

### 3.1 Data to Be Collected

Area	Indicator	Frequency
Staff composition	Gender distribution (F/M/Other)	Annual
Recruitment	Gender of applicants and selected candidate	Per vacancy
Leadership	Gender representation in management & Board	Annual
Events	Gender balance of speakers and moderators	Per major event
Training	Participation by gender	Annual

Tailored adjustments will be proposed where balance is persistent.

# 4

## Training and awareness

EBAN commits to basic but structured capacity building.

### 4.1 Internal Training

As part of its commitment to promoting gender equality and an inclusive working environment, the organisation will ensure that staff and management receive awareness-raising input on gender equality-related topics at least once per year. These may include topics such as unconscious bias, inclusive recruitment practices, gender-sensitive communication, and the prevention of harassment.

Awareness activities may be delivered through different formats, including online workshops or webinars, internal briefing sessions, or training provided by external experts where resources permit. In addition, staff may be encouraged to complete relevant external online training courses. For example, the free online training module on workplace harassment provided by the CEASE initiative (<https://cease-violence.eu/harassment-in-the-workplace/>) may be shared internally as a recommended learning resource.

The organisation aims to ensure broad participation in these activities, with a target of at least 75% of staff members completing at least one awareness-raising activity each year.

# 5

## Thematic Areas and Actions

### 5.1 Work-life balance and inclusive organisational culture

EBAN is committed to fostering a working environment that supports work-life balance and promotes an inclusive organisational culture. In accordance with internal policies, the organisation supports flexible working arrangements, including flexible working hours and remote working options. EBAN also recognises and respects employees' parental and caregiving responsibilities and seeks to ensure that workplace practices accommodate these needs.

The organisation maintains a zero-tolerance approach to harassment, discrimination, or any form of inappropriate behaviour in the workplace. To support this commitment, EBAN will include clear anti-harassment provisions within its internal policies and will provide staff with an annual reminder of the available reporting channels and procedures.

### 5.2 Gender-Equal Recruitment and Career Progression

EBAN is committed to ensuring fairness, transparency, and equal opportunities in recruitment and career progression processes. Vacancy announcements will use gender-neutral and inclusive language and, where possible, positions will be publicly advertised to ensure open and transparent recruitment procedures.

Selection decisions will be documented to ensure accountability and transparency.

EBAN will also monitor the gender distribution of applicants, where feasible, in order to better understand participation patterns and support gender balance in recruitment processes. Where candidates have equivalent qualifications and experience, diversity considerations may be taken into account in accordance with applicable legislation.

### **5.3 Gender Balance in Leadership and Governance**

EBAN recognises the importance of gender diversity in leadership and governance structures. The organisation will monitor the gender composition of its management team and Board and will encourage diverse representation within governance bodies.

In addition, EBAN will promote the visibility of women leaders within its communications, publications, and external activities. While EBAN does not apply formal quotas, the organisation aims to progressively work toward more balanced gender representation in leadership and decision-making structures over time.

### **5.4 Gender Dimension in Events and External Activities**

As an international network organisation that regularly organises conferences, panels, and investor forums, EBAN acknowledges its role in promoting gender diversity within the innovation and investment ecosystem. When planning events, the organisation will consider gender balance when inviting speakers and will seek to avoid all-male panels where feasible.

EBAN will also aim to increase the visibility of diverse investors and entrepreneurs through its events, communications, and external engagement activities. To support monitoring and continuous improvement, the organisation will track the gender distribution of speakers at major EBAN events on an annual basis.

## 5.5 Prevention of Gender-Based Violence and Harassment

EBAN maintains a zero-tolerance policy toward gender-based violence, harassment, or any form of inappropriate behaviour in the workplace. The organisation provides a clear reporting channel, typically through the GEP Coordinator or to the HR Committee within EBAN Board.

All complaints are handled confidentially and in accordance with applicable Belgian legislation and organisational procedures. EBAN ensures that complaints are addressed fairly and that appropriate steps are taken where necessary, which may include mediation or disciplinary measures.

Staff are informed of the organisation's policy and reporting procedures through internal communications and periodic reminders.

# 6

## Implementation timeline

The implementation of the Gender Equality Plan will follow a structured timeline. The formal adoption of the Gender Equality Plan will take place under the responsibility of the Director General and the Board during the first quarter of 2026. Following adoption, the plan will be published on the organisation's website by the marketing team during the same period.

The first internal data collection related to gender equality indicators will be coordinated by the designated GEP Coordinator in the fourth quarter of 2026. Thereafter, the Gender Equality Plan will be reviewed annually by the Director General and the Board, typically during the first quarter of each year.

# 7

## Review and update

The Gender Equality Plan will be reviewed annually to assess progress and identify areas for improvement. In addition, the plan will be formally updated every two to three years, or earlier if required by EU funding rules or organisational developments.

Updates to the plan will be informed by monitoring data, feedback from staff and stakeholders, and the evolving needs of the organisation as it grows.